

**SUSTAINABILITY
REPORT**
2024

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WE PRESENT OUR SUSTAINABILITY REPORT

► Letter from the General Manager

GRI 2-22

With great pride, I present our second Sustainability Report for 2024, a document that reflects our commitment to sustainable agriculture and highlights the key progress made in our environmental, social, economic, and governance practices.

With three decades of experience, I can affirm that, from our inception, we have worked with conscience and responsibility, which has enabled us to cultivate the best and bring high-quality products to the world. In this regard, we are proud to have obtained B Corp certification, which reflects our commitment to generating value beyond economic returns, actively contributing to the well-being of our employees, and communities and protecting the environment.

This year, we received several accolades that reflect the strength of our operations and the positive impact of our agricultural practices. These include the Export Excellence Award from ADEX, the Blue Certificate from the National Water Authority (ANA) for the third consecutive year, and the Supplier of the Year distinction from our client, Pagoda.

In terms of economic and governance performance, we generated more than USD 125 million in economic value, operating in more than 1,400 productive hectares. We also renewed our certifications in food safety, social responsibility, fair trade, physical security, and environmental management. Additionally, we achieved LEAF Marque certification, which endorses our commitment to growing products responsibly, respecting biodiversity, promoting good agricultural practices, and ensuring efficient use of natural resources.

In addition to this certification, in environmental matters, we maintained a management approach focused on reducing impacts and advancing toward a more efficient and resilient operation. As a result, we reduced water withdrawal by 9% from the previous year, thanks to more efficient water management in the field. Additionally, for the first time, we calculated our complete carbon footprint for each business unit, enabling us to measure results and take action in the medium and long term. Along the same lines, we increased solar energy generation by 9%. Furthermore, we reused over 560 tons of waste, strengthening our recycling and material repurposing practices.

The well-being of our team is a top priority for us; therefore, we are committed to their holistic development, enhancing their skills, and ensuring a safe and inclusive work environment for all. In 2024, we provided employment to over 17,000 people and developed training programs in technical and soft skills. Among these, our Supervisor School program stood out, identifying and nurturing young talent from the region to shape the future leaders of our operations. Likewise, we continued to promote safe and discrimination-free workplaces and strengthened our Ethics Line, a confidential and accessible channel for all our stakeholders, reinforcing our culture of integrity and transparency.

With the same commitment, we foster the development of our communities through a close and ongoing relationship that allows us to identify their needs and drive social projects that contribute to their growth, framed within four pillars: health, education, environment, and family strengthening. In this regard, we are an Anemia Zero company, partnering with other stakeholders to benefit over 7,000 people through prevention and care campaigns. We also launched the first edition of the Agro Teachers project, through which we provided technical training to farmers in nearby areas, promoting more efficient and sustainable agricultural practices. Our commitment also encompasses various infrastructure and equipment projects, to which we allocated over USD 80,000, benefiting more than 12,200 families in our areas of influence.

Finally, I wish to express my deepest gratitude to all our stakeholders. To our investors and directors, for enabling us to advance our mission of cultivating the best; I also thank our teams for their effort and commitment, our communities for their support, our clients for their trust, and our partners for their collaboration. At Don Ricardo, we will continue to work with conviction and excellence to keep building a more sustainable future together with them all.

○ Sincerely,
Darwing Casana
General Manager of Don Ricardo



KEY ESG FIGURES 2024

ENVIRONMENTAL

 **LEAF Marque Certification**
obtained for the first time thanks to
our sustainable practices.

 **9%** reduction in
water withdrawal.

 **89%** of our
packaging include
recyclable components
in their composition.

 **9%** increase
in photovoltaic
renewable energy
generation.

 **3^{er}** consecutive year
obtaining the Blue
Certificate from
the National Water
Authority (ANA).

SOCIAL

 **+ 17,000**
hires.

 **0.37** accident rate.

 **82%** work climate
index in our first
measurement.

 **35.9%**
of our purchases
were local.

 **+ USD 80,000**
destined to infrastructure and
equipment projects in the
community.

GOVERNANCE

 **+ 1,400**
productive hectares
with fruits cultivated
in our fields.

 **+ 25 countries**
supplied with our
products.

 **B Corporation**
We are certified as a
B Corporation

 **Export
Excellence Award**
granted by ADEX.

 **USD 125 million**
in economic value generated
through our sales.

01

WE ARE DON
RICARDO



1.1. OUR HISTORY

GRI 2-1

We are a Peruvian company dedicated to the production and export of high-quality fresh fruits. Since our founding in 1995, we set out to be pioneers in the agricultural sector, promoting sustainable and responsible agriculture in Peru. Our specialties include seedless grapes, blueberries, and mandarins, which we cultivate with a steadfast commitment to excellence, innovation, and respect for the environment.

Over the years, we have expanded our operations, currently managing 12 farms, 4 processing plants, and 1 nursery. This infrastructure enables us to efficiently oversee our production chain, ensuring the highest quality at every stage.

At Don Ricardo, we cultivate a sustainable future. Every step we take reflects our commitment to the well-being of communities and the care of the environment.

WE ARE PART OF THE FRUTURA FAMILY OF COMPANIES



Being part of the Frutura family of companies is a source of pride for us. Since our integration in 2021 through a strategic acquisition, we have strengthened our capabilities to expand our opportunities in the global market. This union not only enhances our competitiveness worldwide but also reinforces our shared commitment to sustainability and a common vision.

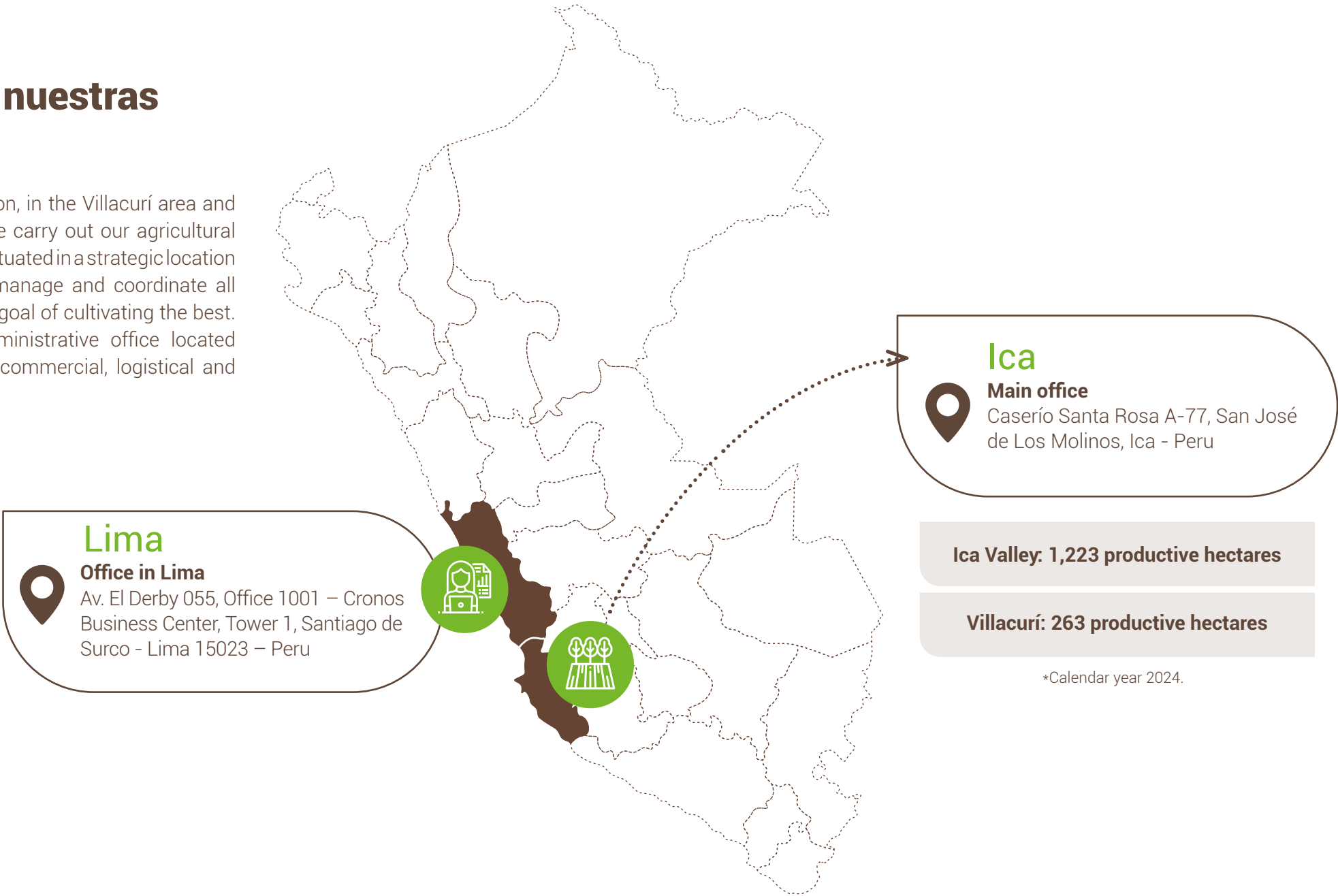
Together, we not only stand out as leaders in the production of premium fruits but also promote a responsible business model, aligned with the best industry practices, and focused on a more sustainable future for all.



Founders of Don Ricardo:
■ Ricardo Briceño
■ Rafael Ibarguren

► Ubicación de nuestras operaciones

We are located in the Ica region, in the Villacurí area and the fertile Ica Valley, where we carry out our agricultural operations. Our main office is situated in a strategic location that allows us to efficiently manage and coordinate all our activities, always with the goal of cultivating the best. Additionally, we have an administrative office located in Lima, where we carry out commercial, logistical and financial management.



1.2. A TRACK RECORD OF EXCELLENCE

> 1995

- Began operations with the founding of Don Ricardo.
- 1.st year of grape exports.

> 1998

- Inaugurated the Yancay processing plant.
- Established ourselves as the first producers and exporters of Hass avocados in Peru.

> 2000

- Obtained EurepGAP certification (now Global G.A.P.).

> 2009

- Acquired the El Alto farm.

> 2008

- Acquired the Don Carlos farm.
- Partnered with AC Captales of the Apoyo Group.
- Successfully rebuilt 100% of our facilities affected by the 2007 earthquake.

> 2003

- Acquired the Yancay farm.

> 2011

- Acquired the Casa Chica enterprise in the Villacurí area, where we began our first citrus crops.

> 2012

- Started operations at the Don Carlos plant.

> 2014

- Began the blueberry project (test plot) in Santa Rosa.

> 2015

- Acquired the La Rinconada farm, with over 90 hectares of citrus.

> 2020

- Received the Blue Certificate in recognition of sustainable water use.
- Obtained biosecurity certification.

> 2019

- Obtained the Spring certification for efficient water use.

> 2017

- Began the first commercial blueberry plantation at the La Máquina farm.

> 2021

- Inaugurated a citrus processing plant.
- Joined the Frutura *holding*, which became our majority shareholder.
- Achieved the export of our N.º 1000 container.

> 2022

- Completed the merger of the Casa Chica farm with Don Ricardo, consolidating operations.
- Began operations at the Los Molinos plant.
- Carried out the 1.ª planting of 110 hectares of blueberries at the La Vela farm.

> 2024

- Certified as a B Corporation.
- Received the Export Excellence Award, granted by ADEX.

> 2023

- Initiated an 215 hectares grape cultivation project in Villacurí.



1.3. OUR PURPOSE

GRI 2-23

► Cultivate the best

Guided by our mission and values, we cultivate the best at every step, combining quality and sustainability to deliver fresh products that not only nourish us but also care for the environment.



Mission

To produce and market high-quality fresh fruits under international standards, focused on serving our clients and respecting the communities around us, as well as the environment. We aim for the satisfaction and loyalty of our clients through an innovative approach and continuous improvement, leading to excellence in the management of all company resources.



Excellence

We always strive to offer the best to our customers through the highest quality of our products.



Commitment

Our commitment is part of the legacy that Don Ricardo and its people have built, motivating us to give our best every day.



Respect

We value the ideas and opinions of everyone, as we all have a role to play in the Don Ricardo team.



Integrity

We know that everything we do must be done responsibly, so our actions are consistent with our commitments.

1.4.

CERTIFICATIONS, AFFILIATIONS, AND RECOMMENDATIONS

GRI 2-28

We comply with the most rigorous quality standards across all our operations. The certifications we obtain reflect our ongoing commitment to an agriculture that promotes respect for the environment and the well-being of the communities in the areas where we operate.

Below, we present the main certifications, affiliations, and recognitions that support us:

Main certifications:

Sustainability and corporate responsibility



Since February 2024, we have held the B Corporation Certification, awarded by B Lab to companies that meet high standards in social, environmental, transparency, and accountability performance. This international recognition validates our commitment to sustainable, ethical, and purpose-driven business management, highlighting organizations that integrate social and environmental impact at the core of their business model.

Food safety

We have successfully recertified the following international food safety standards recognized by the Global Food Safety Initiative (GFSI), as well as client-specific standards, which ensure that our processes and products meet the market's most stringent requirements. In this way, we minimize risks to food safety and apply a preventive approach to our processes.



Social responsibility and fair trade

We have successfully passed audits for social responsibility and fair trade, as well as client-specific standards. These social responsibility audits verify that the products we deliver to our clients are socially responsible, respecting labor rights, the safety of our employees, and other aspects.



Physical security

We have recertified the BASC and OEA physical security standards, ensuring safe trade and preventing illicit activities such as drug trafficking, money laundering, or terrorism, from origin to final destination. Additionally, in compliance with client requirements, we maintained the Walmart Supply Chain Security physical security standard this year.



Environmental

We achieved the GLOBALG.A.P. Add-on Spring certification and were awarded the Blue Certificate, an award granted by the National Water Authority (ANA). Additionally, for the first time, we successfully obtained the LEAF Marque certification, ensuring that our products are grown responsibly, respecting biodiversity and efficient resource management.



Main affiliations:

We are members of Provid (Peruvian Association of Table Grape Producers), Proarándanos (Peruvian Association of Blueberry Producers), and Procitrus (Peruvian Association of Citrus Producers), associations that bring together the country's main producers and exporters, and in which we actively participate. We are also members of the Peruvian Association of Agricultural Producers' Guilds (AGAP), which allows us to remain at the forefront of industry trends and be represented by its Sustainability Committee.



Main awards and recognitions:

Suppliers of the year



Pagoda



Export Excellence Award



Asociación de Exportadores



Blue Certificate



Autoridad Nacional del Agua



Zero Anemia Company



Peruanos por Peruanos



1.5. CORPORATE GOVERNANCE

GRI 2-23 | 2-24 | 3-3

We believe that good corporate governance is essential to ensure the success and long-term sustainability of our company. Therefore, we are committed to adhering to high standards that guide our operations and decisions. Within this framework, our policies, norms, and procedures are the result of an exhaustive review and approval process by the General Management, ensuring they faithfully reflect our values and institutional objectives.

Below, we present the main policies and codes related to sustainability:

- ✓ Code of Ethics
- ✓ Environmental Policy
- ✓ Human Rights Policy
- ✓ Social Responsibility Policy
- ✓ Salary Policy
- ✓ Occupational Health and Safety Policy
- ✓ Sustainability Policy



To ensure that all our employees are informed and aligned with these guidelines, we communicate our policies clearly and accessibly through inductions, internal trainings, and institutional communication channels.



► Board of Directors

GRI 2-10 | 2-11 | 2-12 | 2-14 | 2-15 | 2-29

Our highest governing body is the Board of Directors, composed of five members for the majority of 2024, whose primary function is to define the company's general policies and strategic objectives. Additionally, it approves the mission, values, and sustainability strategy, in alignment with the General Management's guidelines. The directors are appointed by the shareholders, in accordance with the number of members established in the company's bylaws. Each shareholder proposes the directors corresponding to them, who are then ratified by the General Shareholders' Meeting.

It is important to note that the Chairman of the Board is not an executive of the organization, which ensures their independence and helps avoid conflicts of interest in decision-making.

Below, we present the composition of the Board of Directors:

CHAIRMAN
OF THE BOARD

Ricardo Briceño Villena 

Tenure in Position: 29 years.

Independence: No

VICE CHAIRMAN OF
THE BOARD

David Krause 

Tenure in Position: 4 years.

Independence: No

DIRECTOR

Lloys Frates 

Tenure in Position: 4 years.

Independence: No

DIRECTOR

Cielo Hernández 

Tenure in Position: 2 years.

Independence: No

DIRECTOR

Patricia Teullet 

Tenure in Position: 4 years.

Independence: Yes

Note: Patricia Teullet served as Director until September 2024.

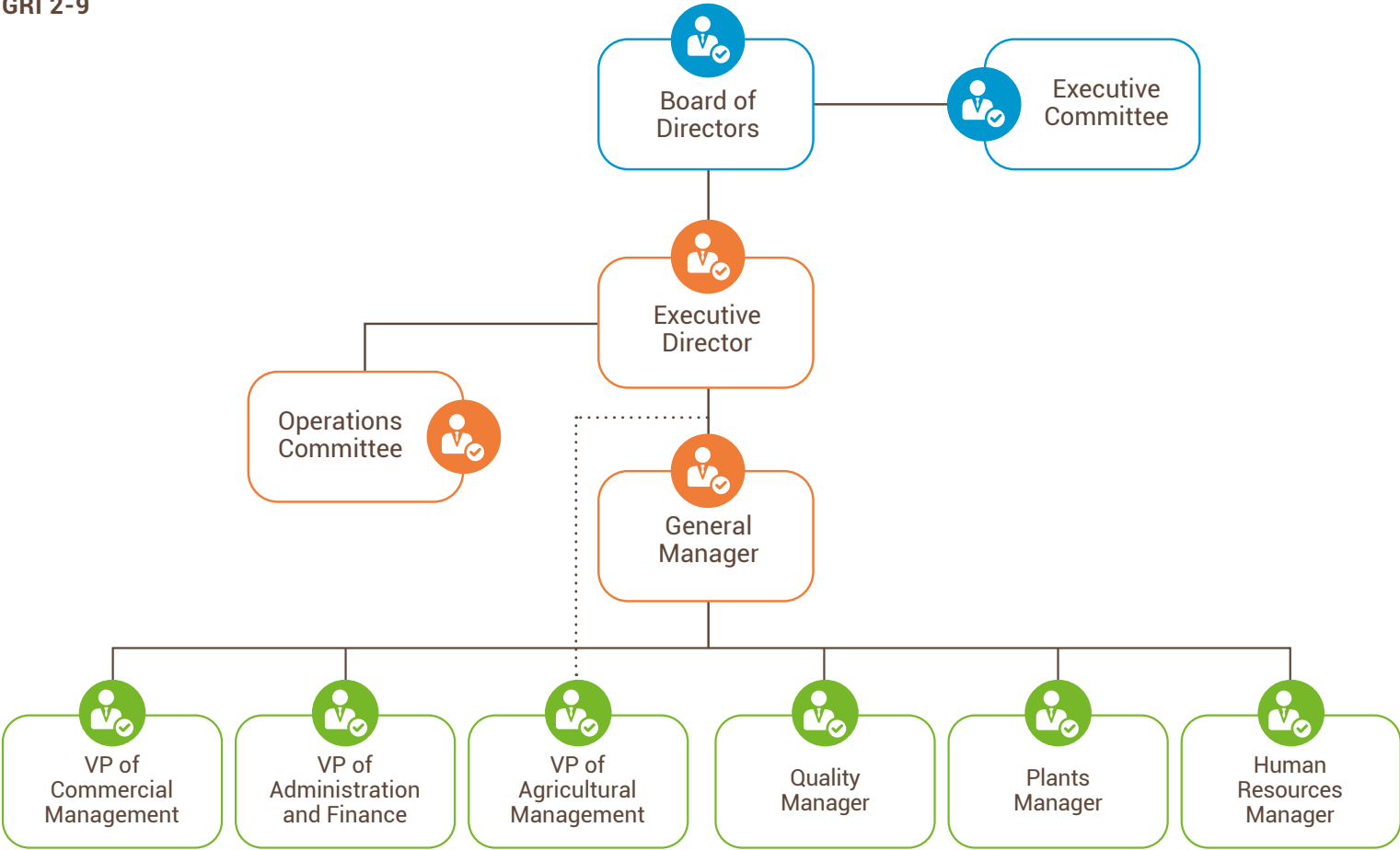
On the other hand, communication of critical concerns to the Board of Directors takes place during periodic sessions or through formal communications from the General Manager or the Executive Director to the Chairman and other Board members.

In addition to the Board members, the company's governance structure includes an Executive Director, responsible for proposing and executing the company's business plans. This position holds special powers to represent the company and exercise functions delegated by the Board.

Finally, the general manager is responsible for executing the resolutions of the Board of Directors and, consequently, holds the judicial and administrative representation of the company. Likewise, this officer is responsible for maintaining the accounting records, registering operations in accordance with current regulations, authorizing payments, and collections, and submitting to the Board the sustainability report and financial statements for each fiscal year.

► **Organizational structure**

GRI 2-9



► Management team

GRI 2-17 | 2-18



**RICARDO
BRICEÑO**

President of
the Board of
Directors

Peruvian entrepreneur and industrial engineer with a master's degree in Economics and Finance. Since 1995, he has been the driving force behind Don Ricardo, cultivating a culture of excellence and promoting sustainable agriculture. Under his leadership, the company has grown with the firm purpose of "cultivating the best at every level."



**RAFAEL
IBARGUREN**

Executive
Director

Agronomist by profession and farmer by vocation. He is a founding partner of Don Ricardo. With deep knowledge of the Ica Valley and a long career in the sector, he has been a reference in the production of seedless table grapes and Hass avocados in Peru.



**DARWING
CASANA**

General
Manager

Systems engineer with a master's degree in Business Administration. He has been part of the senior management team since 2012, initially as Finance Manager. In 2023, he assumed the role of General Manager, bringing extensive experience and a commitment to the company's leadership, rigor, and growth.



**JAVIER
ESCOBEDO**

VP of
Administration
and Finance

Economist with an MBA from Wharton School and over 12 years of experience in finance. He has been part of Don Ricardo since 2021. He has held the Vice Presidency of Administration and Finance since 2023. He possesses a strong analytical capacity for decision-making, promoting excellence and commitment in his teams.

► Management team

GRI 2-17 | 2-18



CARLOS
FERRARI

VP of Agricultural
Management

Agronomist engineer with a master's degree in Business Administration. He began his career under the mentorship of Rafael Ibarguen, initially as a young intern, and later as a professional at Don Ricardo. Actively involved in optimizing results in the agricultural processes of all crops.



GABRIEL
NOBOA

VP of Commercial
Management

Food engineer with a master's degree in Administration. He has over 15 years of experience as an agro-exporter. He has been part of Don Ricardo since 2022, where he leads with vision, empathy, and excellence, inspiring his team to overcome challenges and build strong relationships with our customers around the world.



EMILIO
ROJAS

Plants
Manager

Industrial engineer with extensive experience in managing teams and process improvement. He has been part of the Don Ricardo team since 2009, leading the Plant Process team, focused on achieving high productivity and quality standards for our clients.



RICHARD
CHÁVEZ

Human Resources
Manager

Specialist in Human Resources with over 15 years of experience. He holds degrees in Business Administration with a specialization in Human Resources from the University of Guadalajara.

► Management team

GRI 2-17 | 2-18



**ROXANA
NOLTE**
Commercial
Logistics
Manager

Licensed in International Logistics. Committed to Don Ricardo since its foundation, she has diligently served diverse areas. Currently leads the Commercial Logistics Management, complying with the highest international standards.



**EDGARDO
YLLÚ**
High Zone
Manager

Agronomist engineer. He has been part of the Don Ricardo family since 2002. Recognized for his friendly manner, collaborative attitude, and commitment to shared learning. He is currently leading the High Zone estates, oriented to the cultivation of grapes, and is responsible for the nursery and laboratory.



**RENZO
LAZO**
Villacurí Zone
Manager

Agronomist engineer with a master's degree in Agronomic Management. He has been part of the team since 2008. Always willing to learn about agribusiness. He began with avocado and grape crops. Currently leads our crops in the Villacurí Zone, where we produce grapes and mandarins.



**DELIA
CRISPIN**
Low Zone
Manager

Agronomist engineer with a master's degree in Business Administration. She has been part of the team since 2008. Always eager to learn and take on new challenges. She managed the farms in the Low Zone, where we cultivate grapes and blueberries.

► Our committees

GRI 2-13

We have working committees, composed of Board members and senior management, which serve as support mechanisms to ensure impartial decision-making, particularly in areas where potential conflicts of interest may arise. The Board is responsible for approving the creation and composition of the members of each committee.

Committee Name	 Members	 Meeting Period	 Description
Executive Committee	- Chairman of the Board - Member 1 appointed by the Board - Member 2 appointed by the Board - Executive Director	Once a month	It is a governance body of the company that acts by delegation from the Board. Its function is to analyze and evaluate proposals from the General Manager that must be submitted to the Board, such as the Business Plan, financial statements, new investments, the Commercial Plan, the budget, the Salary Policy, social responsibility projects, among others.
Operations Committee	- General Manager - VP of Administration and Finance - VP of Commercial Management - VP of Agricultural Management	Once a week	It is an operational management and support body for the General Manager and the Executive Director of the company. It suggests and recommends actions to be implemented by the vice presidents, the General Manager, or the Executive Director, and ensures the execution of decisions made by the Board and the Executive Committee.
Compensation Committee	- Director 1 - Member 1 appointed by the Board - Member 2 appointed by the Board	Quarterly	Its function is to conduct periodic evaluations of compensation packages, design incentive and bonus programs, and make recommendations and determinations regarding the individual compensation of the Executive Director, General Manager, vice presidents, and managers, among other functions.
Remuneration Committee	- Executive Director - General Manager - Vice President of Administration and Finance	Quarterly	Its function is to ensure compliance with the company's Salary Policy, review periodic mass evaluations of employees, and approve proposals for salary increases.

02

OUR
SUSTAINABLE
BUSINESS MODEL



2.1. WE ARE A CERTIFIED B CORPORATION

GRI 2-22

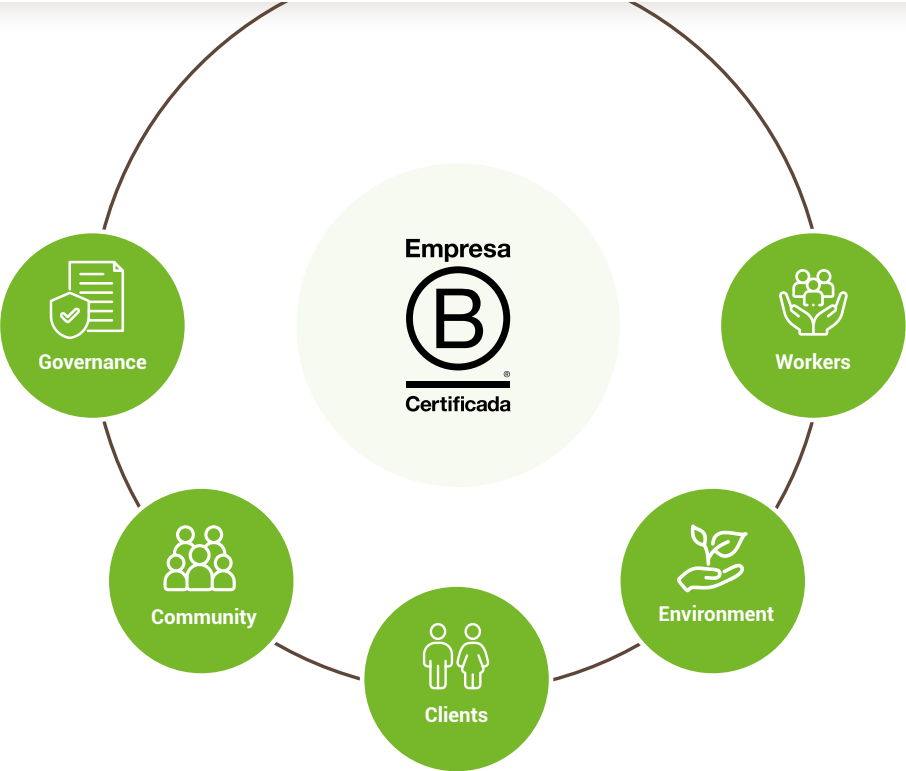
At Don Ricardo, sustainability is part of our DNA. We drive a sustainable business model, promoting environmental care, fostering the development of our employees and communities, and operating with integrity and transparency throughout our value chain. We manage our environmental, social, and economic risks, minimizing negative impacts while ensuring the quality of our products and the well-being of our stakeholders.

In February 2024, we obtained the B Corporation certification, which recognizes companies that meet sustainability and transparency standards, balancing economic growth with social and environmental well-being. As a B Corporation, Don Ricardo is committed to generating a positive impact on the environment, communities, and its employees.



Sustainability is part
of our DNA.





For us, being a certified B Corporation **means committing to doing things right**, not just for today, but for future generations.

We are guided by a clear purpose: to produce responsibly, generate well-being, and care for the environment around us. We believe in a way of farming that creates balanced and sustainable economic, social, and environmental value.

With the aim of instilling the B Corporation and sustainability culture at all levels of the organization, both our leaders and employees participated in various activities that reflect our commitment to a more conscious, inclusive, and sustainable way of doing business.

We conducted intensive training sessions with our leaders, with the participation of Sistema B, to convey what it means to be a B Corporation and the positive impact of this new sustainability culture.

Additionally, we developed the Cultivating Sustainability course, aimed at our employees. This course was designed using a microlearning methodology, and included four essential modules aligned with B Corporation principles. This initiative marked a milestone in strengthening a more conscious and committed organizational culture, in line with our purpose as a B Corporation.



► B Day

We participated in B Day 2024, the first national event organized by Sistema B Perú, which brought together business leaders committed to building a more inclusive, equitable, and regenerative economy. The event was attended by more than 240 people, including CEOs, directors, managers, members of the B Corporations Community, and external audiences.

We had the participation of our founder, Ricardo Briceño, as part of the “Fearless Leadership” panel, where he shared insights on the challenges companies face when venturing into change, adopting new ways of doing business, and, above all, highlighted the journey Don Ricardo has undertaken to become a B Corporation.

Our presence at this event reaffirms Don Ricardo’s commitment to sustainability as a strategic business pillar and to strengthening a business community that drives development with purpose.



2.2. OUR COMMITMENT TO THE SDGs

GRI 2-22

At Don Ricardo, we actively contribute to the achievement of 12 of the Sustainable Development Goals. This commitment guides our decisions and drives us to generate a positive impact in our operations, on people, and on the planet. Below, we present our main actions linked to the SDGs, reflecting how we implement these commitments in our operations:



► Contribute to reducing anemia in our areas of influence.



► Ensure a safe and healthy environment for our employees.
► Promote access to health services through medical campaigns.



► Drive environmental education and strengthen vocational skills.



► Promote equity and raise awareness about preventing workplace sexual harassment, as well as diversity and inclusion.



► Manage water efficiently in our operations and contribute to aquifer recharge.



► Incorporate renewable energy to reduce our environmental impact.



► Train talent and generate local employment.



► Digitize processes and optimize agricultural management.



► Drive social projects to strengthen local development.



► Evaluate our supply chain to ensure responsible practices.



► Measure our carbon footprint and work on reducing emissions.



► Strengthen transparency and prevent corruption.

2.3. STAKEHOLDER ENGAGEMENT

GRI 3-1

At Don Ricardo, we strive to build trusting relationships with the various groups we interact with on an ongoing basis. Understanding their expectations enables us to make informed decisions, improve our processes, and ensure more transparent and inclusive management.

► Our stakeholder groups



Board of Directors

Shareholders and directors.



Employees

Operating and administrative personnel in Ica, as well as office personnel in Lima.



Community

Neighbors in the areas of direct and indirect influence of the company.



Clients

International companies.



Suppliers

Providers of raw materials and services.



Government

Local governments and regulatory and supervisory bodies.



Financial Institutions

Banks and credit entities.



Associations

Agricultural and agro-export sector associations.



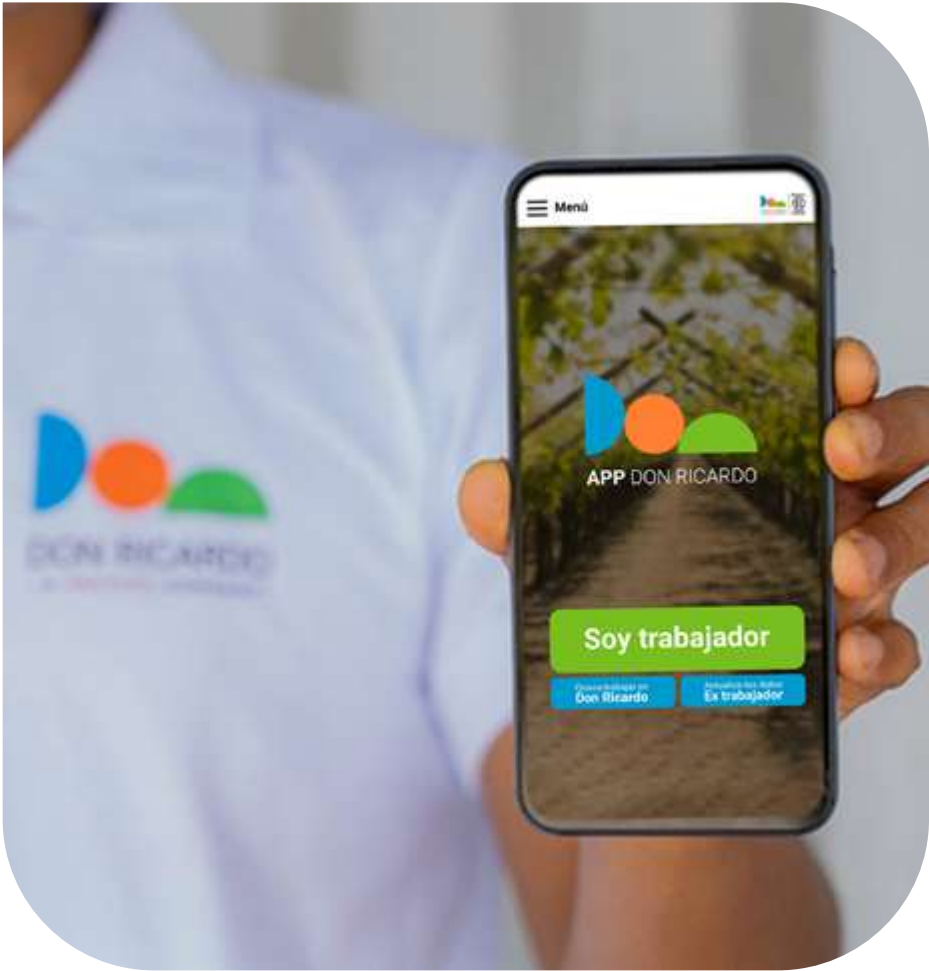
Civil society

Social organizations, associations, and citizen collectives.

To maintain open, close, and ongoing dialogue, we have various communication channels that allow us to stay in constant alignment with them and respond promptly to their concerns, proposals, and opportunities for improvement.

The following table summarizes the communication mechanisms we use with each stakeholder group:

Stakeholder groups	Communication mechanisms								
	Don Ricardo App	Letters	Committees	Email	Surveys	Phone calls	Website	Social media	Meetings
Board of Directors			✓	✓		✓	✓	✓	✓
Employees	✓		✓	✓	✓	✓	✓	✓	✓
Community		✓				✓	✓	✓	✓
Clients				✓	✓	✓	✓	✓	✓
Suppliers				✓	✓	✓	✓	✓	✓
Government		✓		✓		✓	✓	✓	✓
Financial Institutions				✓			✓	✓	✓
Associations			✓	✓			✓	✓	✓
Civil society		✓		✓		✓	✓	✓	✓



2.4. MATERIALITY ANALYSIS

GRI 3-1

The materiality analysis is a key tool that guides our management toward the most relevant environmental, social, and economic aspects. Through this process, we identify and prioritize the most significant issues based on their actual or potential impacts, as well as the expectations of our stakeholder groups.

In 2023, we identified the most important issues for our management, which were considered in the preparation of this report. We update this analysis every two years as part of our commitment to continuous improvement.

Internal relevance (impact on the company)

We identified impacts through a participatory workshop with key areas and management teams, where we assessed the effects—positive or negative, actual, or potential—that we generate or could generate across our value chain.

External relevance (impact on stakeholders)

We gathered stakeholder perceptions through surveys and interviews, consulting on the aspects in which they believe Don Ricardo generates the greatest impact, both positive and negative.

As a result, we identified 14 material topics, validated by the Sustainability, Culture, and Communications department and the company's management teams.



Below, we present our materiality matrix:



- 10 Management of innovation and technology.
- 14 Customer management and satisfaction.
- 5 Climate change and emissions management.
- 13 Quality, safety, and food security.
- 17 Development of local communities.
- 9 Economic growth and sustainable financing.
- 6 Access to and management of water.
- 2 Occupational health and safety.
- 16 Human capital development and employability.
- 1 Governance, ethics, and anti-corruption.
- 11 Supply chain management.
- 18 Biodiversity, soil management, pesticides, and fertilizers.
- 4 Management of human rights.
- 8 Waste and recycling management.

► **List of material topics**

GRI 3-2

The 14 prioritized topics, grouped into three dimensions—environmental, social, and economic and governance—enable us to focus our strategy on the issues most relevant to both the company and our stakeholder groups. Below, each topic is detailed:

Dimension	Material topics
 Economic and governance	Governance, ethics, and anti-corruption
	Sustainable economic growth and financing
	Innovation and technology management
	Sustainable supply chain management
	Food quality and safety
	Customer management and satisfaction
 Environmental	Climate change and emission management
	Water access and management
	Waste management and recycling
	Biodiversity, soil, pesticide, and fertilizer management
 Social	Health and safety at work
	Human capital development and employability
	Local community development
	Human rights management

As part of the validation process for the materiality analysis, an internal review was conducted, leading to adjustments in the naming of certain topics to more accurately reflect their scope and how they are actually managed within the company. For example, the topic “Occupational health and safety” was updated to “Health and safety at work,” and “Food quality, safety and security” was renamed “Food quality and safety.”

These changes apply to the year 2024 and will be reviewed again during the next materiality update process.



2.5. ETHICS AND ANTI-CORRUPTION MANAGEMENT

GRI 3-3 | 13.26.1 | 13.26.2 | 13.26.3 | 13.26.4 | 205-3

At Don Ricardo, we act with integrity, responsibility, and respect. Therefore, we promote an organizational culture based on honesty, transparency, and compliance with regulations at all levels.

As part of our commitment to continuous improvement, in 2024 we updated our Code of Ethics, prioritizing clear and direct language to facilitate its understanding and application by all our stakeholder groups without compromising technical rigor.

This document reflects both our organizational identity, and the ethical guidelines promoted by Frutura, and it aligns with international frameworks such as the Global Compact, Sistema B, and the Global Reporting Initiative (GRI) standards.

Within the Code, we established ethical commitments tailored to our main stakeholder groups:

- ✓ **With our employees:** We promote safe, respectful, and inclusive environments, free from harassment and discrimination.
- ✓ **With clients and suppliers:** We maintain transparent commercial relationships based on respect and integrity.
- ✓ **With communities:** We foster respectful relationships and responsible contributions to local development.
- ✓ **With the environment:** We act with environmental responsibility, ensuring our operations respect ecosystems.

Each commitment includes clear conduct guidelines on what “should” and “should not” be done. This segmentation provides each employee, supplier, or partner with a practical reference framework to act correctly in everyday situations or complex dilemmas.

Additionally, we have a Corruption Prevention System, which establishes procedures, responsibilities, and key controls to identify, manage, and mitigate integrity risks. The system is led by the Vice President of Administration and Finance, with oversight from the Ethics and Anti-Corruption Committee, composed of senior management members and a Prevention Officer. This committee is tasked with monitoring, updating, and enforcing the system in line with current regulations and changes in the operational environment. Periodic training is also conducted to strengthen applied ethics, particularly targeting individuals in high-risk positions.

In 2024, no incidents or complaints related to acts of corruption were recorded, reflecting the effectiveness of our control measures and the institution’s commitment to business ethics.



EthicsPoint

The EthicsPoint is a confidential and secure channel available to employees, suppliers, communities, and other stakeholder groups. Its purpose is to allow the anonymous reporting, without fear of retaliation, of possible irregularities or breaches of the Code of Ethics. This channel is managed by NAVEX, an external specialized company, ensuring objectivity, confidentiality of the process, and protection of the whistleblower. **It is noteworthy that we do not tolerate retaliation against any individual who, acting in good faith, reports illegal, dishonest, or unethical conduct contrary to our Code of Ethics.**



► Complaint and claim mechanisms

GRI 2-16 | GRI 2-25 | GRI 2-26

We have mechanisms that allow our stakeholder groups to raise inquiries, report irregularities, or submit claims related to our operations or potential negative impacts. These mechanisms are designed to be accessible, confidential, and effective.

Our communication channels include:



EthicsPoint



Suggestion box



Don Ricardo App



Periodic meetings with stakeholder groups.



KEY ACHIEVEMENTS OF OUR MANAGEMENT



As of the end of 2024, we recorded no incidents, complaints, or cases related to corruption.



GOALS AND UPCOMING PROJECTS



Disseminate the Code of Ethics and strengthen the promotion of the EthicsPoint for all our stakeholder groups.

SDG INVOLVED

16
PEACE, JUSTICE
AND STRONG
INSTITUTIONS



2.6. SUSTAINABLE ECONOMIC GROWTH

GRI 3-3 | GRI 13.22.1 | GRI 13.22.2 | GRI 201-1

Our approach is focused on sustainable economic growth that generates long-term value for both the company and our stakeholder groups. We have a strategy of productive expansion, operational efficiency, and financial discipline that allows us to make forward-looking decisions and maintain a solid structure.

During 2024, we highlight the following practices as part of our management:

- ✓ We continuously evaluated new investment projects as well as the replacement of fruit varieties.
- ✓ We applied financial mechanisms that allowed us to reduce the impact of exchange rate fluctuations.
- ✓ We carried out short-term investments that optimized the use of our resources and improved profitability.
- ✓ We maintained rigorous control and management of our budgets and financial results to enable timely decision-making.
- ✓ We strengthened our financial model by projecting results month by month, both on a calendar-year basis and by agricultural campaign, which allowed us to keep shareholders, and the management team informed.
- ✓ We monitored our key financial indicators monthly: solvency, liquidity, profitability, and indebtedness.



At the close of 2024, **our revenues reached USD 125 million**, driven primarily by our grape and blueberry exports. Additionally, regarding debt management, as of December 2024, we achieved a debt/EBITDA ratio of 2.11x, with a maximum threshold of 3.5x required by financial institutions.

Below are the 2024 results regarding the economic value generated and distributed:

ECONOMIC VALUE GENERATED, DISTRIBUTED, AND RETAINED (MILLIONS USD)

ECONOMIC VALUE GENERATED (EVG)

125

ECONOMIC VALUE DISTRIBUTED (EVD)

107

ECONOMIC VALUE RETAINED (EVR)

18

With the aim of reinforcing transparency, at the close of each campaign we conducted external audits of our financial statements, aligning our practices with control standards and financial reporting.

Likewise, to sustain our growth and competitiveness in the sector, we maintained a continuous strategy based on agricultural expansion projects and infrastructure improvements, which includes:

✓ The progressive incorporation of new productive areas, prioritizing strategic crops such as grapes and blueberries.

✓ The modernization and expansion of our processing plants to increase installed capacity and optimize operational efficiency.



KEY ACHIEVEMENTS OF OUR MANAGEMENT

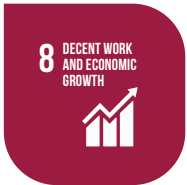
- ✓ We generated a total economic value of USD 125 million, with an economic value retained of more than USD 17 million.
- ✓ We achieved a debt/EBITDA ratio of 2.11x, reflecting a solid financial structure.
- ✓ We successfully implemented the following expansion projects: 84 hectares of grapes, 90 hectares of blueberries, and the blueberry processing plant.



GOALS AND UPCOMING PROJECTS

- ✓ Continue with the expansion project for hectares of grape and blueberry crops.
- ✓ Introduce a new blueberry variety on 19 hectares.

SDG INVOLVED



► Risks and opportunities derived from climate change

GRI 201-2 | GRI 13.2.2

En At Don Ricardo, we proactively identify the risks and opportunities that climate change presents for our operations. Through ongoing analysis, we have identified various areas requiring attention to mitigate impacts and adapt to new climatic realities. This identification not only allows us to anticipate potential adverse situations but also to seize opportunities that may arise to advance toward an integrated sustainability model.

Below, we present the main risks and impacts derived from climate change that we have identified, as well as the measures implemented to address them:



Risks

Alteration in the phenological cycles of crops, which could affect productivity and/or harvest windows, altering the yields of our production.

Impact on access or exit routes for transportation, which could hinder logistics and the distribution of our products.

Loss or damage to equipment and infrastructure due to extreme weather events, representing a risk to the continuity of our operations.



Measures

We have insured fixed assets, including our packing plants and infrastructure, to mitigate the financial impacts of potential damages.

We have implemented the reinforcement of roads and contingency measures to ensure the continuity of transportation in case routes are affected by climatic phenomena.

We developed action plans and contingency measures for natural disasters, ensuring a rapid and effective response to any climatic event that may jeopardize our operations.



Through these measures, we seek not only to protect our infrastructure and production but also to adapt resiliently to the challenges posed by climate change.

03

PROMOTING SUSTAINABLE AGRICULTURE



3.1. MANAGEMENT MODEL

GRI 2-6



Our management model combines technology with agricultural expertise to make informed and efficient decisions. We champion precision agriculture, which allows us to plan better, increase productivity, and reduce waste. Additionally, we apply ethical and sustainable principles at every stage of the process, ensuring that our operations respect the environment and promote an organizational culture based on strong values.



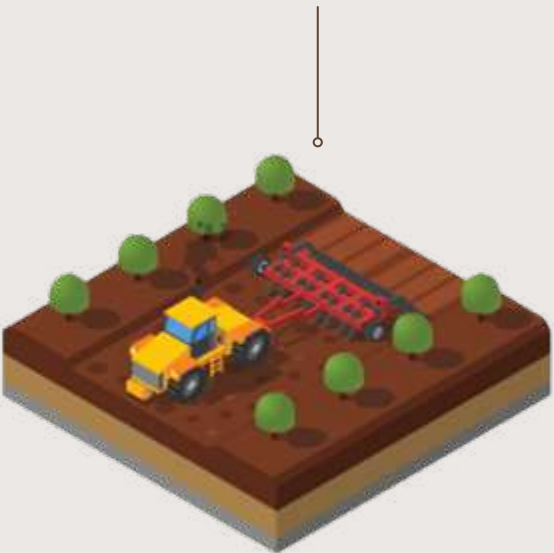
3 CROPS: grapes, blueberries, and mandarins

3 ZONES: Alta, Baja, and Villacurí

TASKS

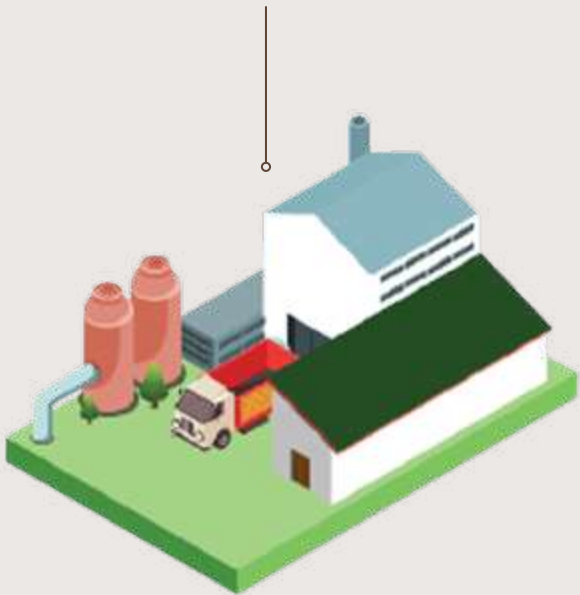
PROCESS

Field



12 farms

Plant

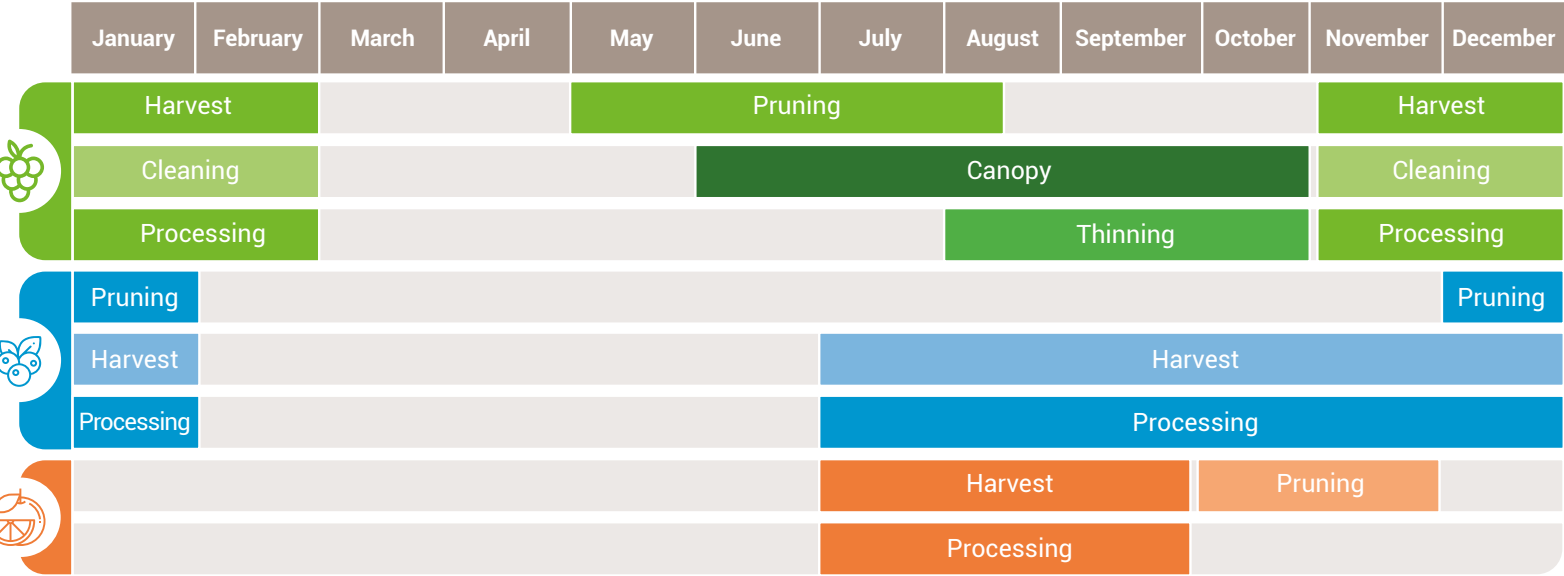


4 processing plants

▶ Annual cultivation cycle

In line with our agricultural management model, we plan our agricultural operations to ensure efficient, sustainable management aligned with the natural cycles of each crop. Our agricultural year begins on June 01 and ends on May 31 of the following year.

The following agricultural calendar summarizes the main activities carried out throughout the year, both in the field and in the plant. In the field, tasks include pruning, canopy management, thinning, and harvesting, while in our processing plants, the stages of cleaning and product processing are conducted. This planning allows us to guarantee high-quality products, optimize resource use, and maintain efficient operations across our units.



► Our farms

GRI 2-6 | FB-AG-000.B

Since our founding, we have been working on the acquisition of agricultural land with the objective of promoting sustainable production.

Over the years, we have successfully expanded our operations, consolidating a total of

 **1,486**
productive
hectares

 **12** farms



Casa Chica Farm (174 ha)
Grapes and mandarins



La Máquina Farm (170 ha)
Grapes and blueberries



Don Carlos Farm (153 ha)
Grapes and blueberries



Yancay Farm (147 ha)
Grapes and blueberries



Santa Rosa Farm (137 ha)
Grapes and blueberries



El Tunal Farm (131 ha)
Grapes



► Nuestros fundos

GRI 2-6 | FB-AG-000.B



La Vela Farm (110 ha)
Blueberries



La Pausa Farm (109 ha)
Grapes



La Unión Farm (108 ha)
Grapes



El Alto Farm (97 ha)
Grapes



La Rinconada Farm (89 ha)
Mandarins



La Quebrada Farm (60 ha)
Grapes



► Our plants

Quality is at the core of every operation in our four processing plants. Each product receives careful and specialized treatment, designed to preserve its freshness and flavor.

From the initial inspection to the final packaging, we apply advanced technology and rigorous practices to ensure top-tier products. Our commitment is that every processed fruit carries the hallmark of excellence that distinguishes us, guaranteeing our clients a product that meets the most demanding global market standards.



Don Carlos Plant
68,287 m²



Los Molinos Plant
60,436 m²



Casa Chica Plant
18,624 m²



Yancay Plant
11,924 m²

3.2. SUSTAINABLE WATER MANAGEMENT

GRI 3-3 | GRI 303-1 | GRI 13.7.1 | FB-AG-140a.3



We recognize that water is an essential resource for life and our agricultural operations, being one of the most used resources in our sector.

Its availability and responsible management are essential to the sustainability of our business model. Therefore, we have a Water Management Plan that promotes its efficient, responsible, and sustainable use, in compliance with national regulations and licenses issued by the National Water Authority (ANA).

Our sustainable water management practices are supported by various certifications, such as the Blue Certificate, GLOBALG.A.P. Spring, and LEAF Marque, which validate our commitment to the responsible and efficient use of water resources.



► Water sources, extraction, and consumption

GRI 13.7.2 | 13.7.3 | 13.7.4 | 13.7.5 | 13.7.6 | 303-1 | 303-2 | 303-3 | 303-4 | 303-5 |
FB-AG-140a.1 | FB-AG-140a.2

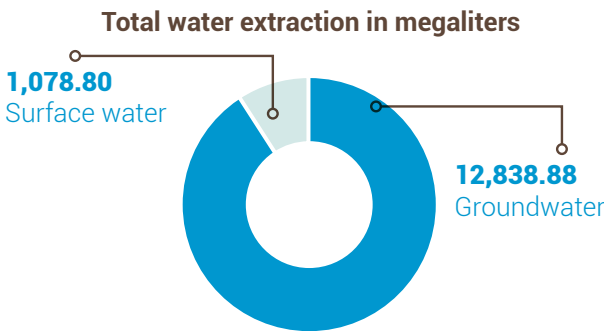
We operate in the Ica region, a zone classified as water-stressed, which demands rigorous and sustainable resource management. Our strategy considers various water sources, efficient distribution mechanisms, and continuous controls to ensure responsible use.

We rely on two main water sources:

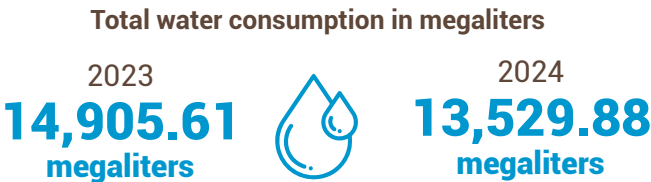
- ✓ **Groundwater**, extracted from the Ica Valley and Villacurí pampas aquifer through tubular wells, which constitutes our primary water source.
- ✓ **Surface water**, sourced from the Ica River and the La Achirana canal, which we utilize particularly during rainy seasons.

All extracted water is distributed to crops via a high-tech and automated irrigation system, allowing precise application to the root zones of plants, thereby improving irrigation efficiency. This system includes water collection, temporary reservoirs, pumping and filtration systems, closed-pipe conduction (tubing), valves, and emitters installed according to the terrain's topography. In this way, we prevent excessive resource use and mitigate damages such as soil erosion.

In 2024, the total water withdrawal was 13,917.69 megaliters, representing a 9% reduction from 2023 (15,227.07 megaliters), as recorded through direct methodologies and supported by documentary evidence submitted to the National Water Authority (ANA).



Total water consumption was 13,529.88 megaliters, representing an 9% reduction compared to 2023. This volume reflects the efficiency achieved in water management thanks to the technologies implemented, as well as crop changes that consume less water.



► Aquifer recharge in the Ica Valley

To contribute to the recharge of the Ica Valley aquifer, we have two strategic points located in the La Máquina and El Tunal farms. The first has a dual purpose: storing water for irrigation and allowing part of it to infiltrate the soil. Meanwhile, at El Tunal, the water is used exclusively for recharging the aquifer. Thanks to these actions, a portion of the water we extract returns to the subsurface, reducing our net impact on the aquifer and contributing to its conservation. This strategy enables us to maintain a balance between resource use and its natural regeneration.



► Water efficiency with advanced technology

Our water strategy focuses on ensuring sustainable water use through investment in advanced technologies and the adoption of best agricultural practices. To achieve efficient irrigation, we implement solutions that optimize water consumption at every stage of the crop cycle, thereby contributing to the sustainability of our resources and the responsible performance of our operations.

Among our main actions, the following stand out:

- ✓ Water management platform, which integrates real-time field data to monitor water use and ensure efficient distribution, respecting the granted licenses.
- ✓ Automated irrigation system, which adjusts the applied water volume according to the crop's needs, optimizing its use.
- ✓ Satellite and aerial monitoring, which allows us to identify field areas with water stress due to deficiency or excess, facilitating more efficient distribution.
- ✓ High-Precision Drip Irrigation System, designed and installed according to the terrain's topography to maximize hydraulic efficiency and prevent soil erosion. Its operation is regulated by soil moisture sensors that adjust irrigation timing and volumes in real time, ensuring efficient and sustainable water management. These technologies enable us to maximize water utilization while maintaining high standards of productivity and sustainability.

These technologies enable us to maximize water utilization while maintaining high standards of productivity and sustainability.

In 2024, we implemented the use of porometers in our grape and blueberry crops with the aim of improving irrigation efficiency. This tool allows us to measure the amount of water lost by plant leaves, helping us detect early signs of water stress and adjust irrigation based on climatic conditions. Thanks to this technology, we achieved more precise and timely irrigation, optimizing the use of water and fertilizers, and improving the quality of our crops.



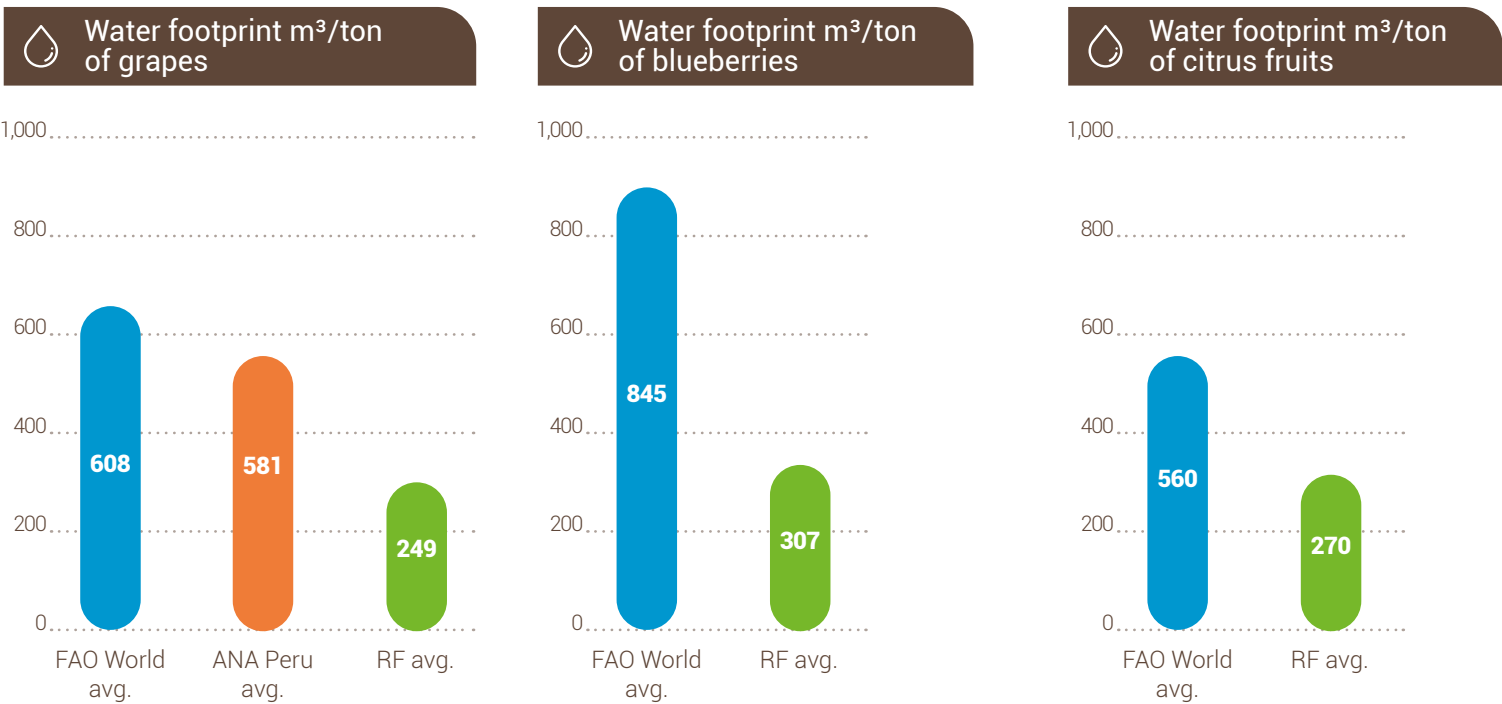
► Water footprint measurement by crop type

In 2024, we strengthened our water footprint measurement process by carrying out, for the first time, an external verification with the support of a specialized consulting firm. The analysis was carried out following the guidelines of the ISO 14046 international standard and allowed us to have a more accurate and reliable measurement, aligned with best practices.

As a result, the water footprint of our harvested fruits (grapes, blueberries, and citrus) averages 275 m³/ton. In the case of grapes, it is 249 m³/ton; in blueberries, 307 m³/ton, and in citrus, 270 m³/ton. These figures are the result of a comprehensive approach to water management, driven by the implementation of precision technologies, real-time monitoring systems, and more efficient agricultural practices, which have allowed us to optimize water use at each stage of the crop. They also position us below the national and global average.

This exercise also allowed us to consolidate a baseline for future monitoring and decision-making, which will facilitate the identification of new opportunities for improvement and progress toward progressive reduction goals.

Below, we present the details of our water footprint by crop type:



These results reaffirm our commitment to the sustainable management of water resources and to responsible agricultural practices that optimize water consumption across all our crops.

* Agricultural year

** The water footprint values in the column Average ANA - Peru for blueberry and citrus are not shown since the National Water Authority (ANA) has not reported specific official figures for these crops.

***Mekonnen, M. M., & Hoekstra, A. Y. (2011). The green, blue and grey water footprint of crops and derived crop products (Value of Water Research Report Series No. 47). UNESCO-IHE Institute for Water Education. <https://waterfootprint.org/media/downloads/Report47-WaterFootprintCrops-Vol1.pdf>



KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ We obtained the Blue Certificate for the third consecutive year, a recognition awarded by the National Water Authority to companies that demonstrate responsible and efficient water resource management in their operations.
- ✓ We were able to reduce water withdrawal by 9%, reaffirming our commitment to water efficiency and responsible use of the resource.



GOALS AND UPCOMING PROJECTS

- ✓ Construction of a civil work to capture surface runoff water in times of water surplus for aquifer recharge purposes.

SDG INVOLVED



3.3. SOIL CARE AND MANAGEMENT

GRI 3-3 | 13.5.1

Soil is an essential resource for the sustainability of our agricultural operations. At Don Ricardo, we have a Soil Management Plan that guides our actions to conserve its physical, chemical, and biological properties, thereby ensuring its fertility and long-term productivity.

This plan includes specific agronomic practices tailored to the type of crop and production zone, such as subsoiling to prevent compaction, the incorporation of organic matter, annual microbial flora assessments in our phytosanitary laboratory, and biennial soil characterization analyses in certified laboratories. We also prioritize the use of fertilizers free of heavy metals and conduct continuous monitoring of soil fertility through nutritional analyses. All of this enables us to prevent negative impacts, strengthen soil vitality, and ensure responsible resource use.

Below, we present some of our best practices:

1. Soil quality monitoring

We conduct periodic nutritional analyses and use fullstop equipment and probes to detect nutrient leaching and prevent aquifer contamination.

2. Organic fertilizer production

We produce humus and biofertilizers from pruning and food waste, enabling the recovery of degraded soils and advancing toward more sustainable fertilization.

3. Soil and water laboratory

We have a specialized laboratory that evaluates the physical-chemical properties of soil and water, optimizing the use of fertilizers and water.

4. Erosion protection

We use technical drip irrigation, plastic soil cover, and organic mulch to prevent water and wind erosion.

5. Soil compaction

We subsoil and till the soil with specialized equipment. We also use agricultural machinery equipped with tires with good traction, which helps preserve soil structure and facilitates water and air infiltration.

6. Use of heavy metal-free fertilizers

We prioritize fertilizers free of heavy metals to avoid contamination and protect soil quality.



► Implemented innovation projects

As part of our commitment to efficient and sustainable agriculture, we incorporate technological solutions that allow us to monitor water use and soil health. These digital tools help us make timely decisions, optimize irrigation, and protect soil health in our agricultural operations.

Among the main implemented projects are:

- ✓ **Irrigation uniformity report:** Allows us to evaluate the uniformity of irrigation across different field points, centralizing the information in a digital platform that facilitates problem detection and improves efficiency to avoid water erosion of the soil and waterlogging areas.
- ✓ **Blueberry drainage report:** Automatically records the amount of water that filters through pots in blueberry crops. With this information, it is possible to adjust irrigation in time and avoid soil contamination by leaching of nutrients such as nitrogen.
- ✓ **Tensiometer and fullstop report:** Monitors soil moisture and potential excessive nutrient leaching. The data is visualized on a digital platform, enabling more precise decisions about when and how much to irrigate.



KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ In 2024, we completed the mapping of soil textural class at 40% using the tactile method, in accordance with FAO guidelines, significantly advancing the improvement of our agricultural resource management.
- ✓ We trained 100% of our irrigation staff in the safe and proper use of fertilizers, ensuring efficient and responsible application, promoting soil health, and securing sustainable agricultural practices.
- ✓ We increased the application of organic fertilizers on our crops by 14% compared to 2023.



GOALS AND UPCOMING PROJECTS

- ✓ Continue outsourcing nutritional monitoring at different stages of the crop in order to adjust nutritional programs.

ODS INVOLUCRADOS



3.4. USE OF PESTICIDES

GRI 13.6.1

We are committed to the progressive reduction of pesticide use, prioritizing biological alternatives that contribute to safer and more sustainable agriculture. As part of this commitment, we adhere to the Prohibited Chemicals Policy defined by the Fair For Life (FFL) certification. We also classify the pesticides we use according to their hazard level, in line with the recommendations of the World Health Organization (WHO).

To implement these guidelines, we have a Pesticide Reduction Plan with the following objectives:

- ✓ Gradually reduce the use of chemicals included in the list of prohibited products according to Fair for Life (FFL) standards.
- ✓ Ensure environmental care by substituting chemical products with less toxic biological alternatives.



In 2024, we continued to strengthen this management through the implementation of various best practices and tools, including:

- ✓ Increase in the production of biological organisms developed in our phytosanitary laboratory as part of integrated pest control strategies.
- ✓ Use of digital technology that allows for precise ordering and monitoring of applications, ensuring appropriate doses according to labels and avoiding errors.
- ✓ Coordination with suppliers and laboratories to guarantee the responsible and effective application of inputs.
- ✓ Ongoing training for our staff in the safe and efficient use of pesticides.
- ✓ Reducing the use of active ingredients to only five molecules in some grape crop lots, meeting the requirements of specific markets, and remaining up to 50% below the Maximum Residue Limit (MRL) required by the European Union.

We thus reaffirm our commitment to responsible phytosanitary management, which protects human health and promotes a sustainable agricultural environment.



KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ We increased the application of biological products in our crops, particularly those developed in the phytosanitary laboratory, such as *Beauveria bassiana*, *Trichoderma spp.* and *Paecilomyces lilacinus*.

ODS INVOLUCRADOS



04

CULTIVATING QUALITY FRUITS



4.1. OUR PRODUCTS

FB-AG-000.A

We are a company specialized in the cultivation, production, packaging, and export of fresh fruits, committed to offering high-quality products through efficient and sustainable processes in each of our operating units.

Below, we present the varieties of our fruits:

Learn more about our products:
<https://donricardo.com/en/productos/>

GRAPES



GREEN GRAPES

AUTUMN CRISP®
TIMPSON™
SWEET GLOBE™
APLAUSSE™



RED SEEDLESS

SWEET CELEBRATION™
ALLISON™
RUBY RUSH™
TIMCO™
JACK'S SALUTTE®



BLACK SEEDLESS

MIDNIGHT BEAUTY®



SPECIALITIES

SABLE SEEDLESS®
COTTON CANDY™
MUSCAT BEAUTY®
CANDY DREAMS™
CANDY SNAPS™

In 2024, we bid farewell to some varieties that were part of our history. Among them, FLAME, one of the most iconic, and MELODY™, which also helped strengthen our commercial offering.

We bid farewell to FLAME

FLAME was one of the first varieties we cultivated and played a key role in the development of our operations. It was a favorite among our clients and, during challenging times, helped us move forward thanks to its high demand. For years, we perfected its production, achieving high quality standards and contributing to consolidating our position in major international markets. We are grateful for the journey with this variety and continue to bet on a value proposition based on varietal innovation, efficiency, and sustainability.



BLUEBERRIES



MANDARINS



Below, we present the production quantities for 2024:

Grapes
 **26.187**
Tons

Blueberries
 **4.475**
Tons

Mandarins
 **9.429**
Tons

— *Calendar year 2024.



See more here



► Markets served

We cultivate the best for the world. Our products reach North America, Latin America, Europe and Asia, delivering quality and freshness to every market we serve.



4.2. FOOD QUALITY AND SAFETY

GRI 3-3

Our commitment is to ensure that every fruit we produce, and export meets the highest standards of quality and food safety, protecting the health of our consumers and meeting the demands of international markets. To achieve this, we implement a food quality and safety management system that applies throughout our entire value chain.

This system is supported by internationally recognized certifications, such as Global G.A.P. and BRCGS Food Safety, which validate our agricultural practices, risk controls, and quality standards. Additionally, we have a Quality and Food Safety Policy aligned with national, international, and client regulatory requirements.

Our system is based on the following pillars:

- ✓ **Regulatory compliance:** Alignment with national and international food safety regulations; documentary verification at the start of each campaign and control of inputs through valid certifications.
- ✓ **Quality controls and monitoring:** We have a quality control system that includes regular testing of raw materials, in-process products, and final products, with preventive corrective actions to avoid impacts on consumers.
- ✓ **Continuous training:** Ongoing training in Good Agricultural Practices (GAP), Good Manufacturing Practices (GMP), among others.
- ✓ **Verification and improvement:** Scheduled internal audits, inspections, and implementation of corrective actions.



To ensure the continuous improvement of our system, we set goals and indicators linked to the reduction of customer complaints and claims related to food safety and product quality, compliance with the external audit program, among others.

On the other hand, in 2024 we implemented an inspection system integrated with Power BI and Agritracer, which allows for real-time registration and monitoring of inspections in the field and plants. This tool optimizes the efficiency of our processes through tracking by each operational unit.

At Don Ricardo, every shipment of certified fruit is a guarantee of trust, fully complying with the standards demanded by our clients. Our priority is to offer products of the highest quality.

► Control and certification of raw materials and inputs

FB-AG-430a.1

Prior to the start of each campaign, we verify that our raw material suppliers possess Production Lot Certificates (PLC), safety certificates, and social certifications, among others, ensuring compliance with the standards required by the company.

It is important to highlight that 100% of our fruits meet the highest food safety standards, with certifications such as Global G.A.P. and addenda like Albert Heijn, Tesco Nurture, Costco, and FSMA. Additionally, we conduct social audits under standards such as SMETA, GRASP, and Fair for Life, and we hold the environmental certification LEAF Marque and the Global G.A.P. Spring addendum.

On the other hand, our input suppliers undergo a homologation, evaluation, and approval process upon entering our farm operations, including packaging in the case of plants. All of this is done in compliance with BRC and Global G.A.P. regulations, primarily.



► Results of food safety audit processes

GRI 13.10.2 | 13.10.3, 13.10.5 | FB-AG-250a.1 |
FB-AG-250a.3

In 2024, we assessed the risk level of 100% of our products in key aspects such as food safety, quality, food defense, among others. This preventive approach, combined with a strong culture of continuous improvement, has enabled us to maintain an impeccable record: to date, no market withdrawals have been necessary due to safety concerns. This result reflects the robustness of our management systems and our commitment to the quality and well-being of those who trust our products.

Audits conducted:

- ✓ BRC (version 9): 4 plants audited, with 14 minor non-conformities, all corrected within the established deadlines.
- ✓ Global G.A.P. (version 5.4-1): 13 operational units audited, with no non-conformities detected.
- ✓ Market withdrawals: 0 cases due to safety issues in 2024.



► Strengthening the food safety culture

In 2024, we implemented a pilot program aimed at promoting a preventive culture and ensuring compliance with the highest standards throughout the production chain.

This program included:

- ✓ Handwashing campaigns at the Los Molinos and Don Carlos plants.
- ✓ Distribution of audiovisual materials on Good Manufacturing Practices.
- ✓ Field and plant training.



KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ We successfully renewed the Global G.A.P. + Add-on certification, achieving 0 non-conformities.
- ✓ We achieved recertification of the BRCGS standard with the highest rating across our four plants, obtaining AA+ and AA grades.
- ✓ We successfully renewed the COSTCO, FSMA, TESCO Nurture, and Albert Heijn addenda.



GOALS AND UPCOMING PROJECTS

- ✓ Conduct the diagnosis, certification, and implementation of the Global GAP version 6 standard and its addenda.
- ✓ Perform a preparedness diagnosis for FDA inspection, enabling us to implement necessary improvements.
- ✓ Implement a project to strengthen the management of non-conformities, ensuring more effective responses to any incidents or findings.

SDG INVOLVED



4.3. SUSTAINABLE SUPPLY CHAIN

GRI 3-3 | 13.23.1

At Don Ricardo, we manage a sustainable supply chain that encompasses all stages of our production process, from the selection of varieties to the export of our fresh fruits, with a focus on efficiency, quality, and responsibility. **Our value chain includes:**



01 Varietal Innovation and Development

We acquire genetic licenses to cultivate, produce, and market specific fresh fruit varieties. In some cases, we participate in trials to validate the performance of these varieties in our test plots in Ica, also sending export samples to certain customers.



02 Plantation production

We obtain our plantations from authorized nurseries or produce them in our own nursery, which are then cultivated on our own land or under usufruct management.



03 Cultivation and resources

We manage crop development through the acquisition of assets such as irrigation systems, machinery, and structures; inputs like fertilizers, agrochemicals, and materials; and the contracting of essential services, including electricity, transportation, food, and qualified personnel.



04 Selection and packaging

We select and package the chosen fruits in our plants, using materials such as boxes, bags, labels, and clamshells, as well as services like water, electricity, and transportation. Our finished product is dispatched on pallets for transport in refrigerated vehicles.



05 Logistics and export

We transport the final product in refrigerated containers or termokings from our plants to the port of origin, contracting specialized logistics operators. From there, we export our products by ship or plane to destinations agreed with our clients, primarily supermarkets and distributors.

This comprehensive model allows us to ensure the quality and sustainability of each stage of our supply chain, addressing the needs of our clients while caring for our environmental impact. Thus, our management model is a journey of excellence that guarantees quality at every step, from cultivation to export.

► Supplier management

GRI 204-1 | 308-1 | 414-1

We have implemented a strategic approach to supplier management that goes beyond the simple acquisition of inputs.

We utilize the following management instruments:

- ✓ Local Purchasing Policy, which prioritizes the contracting of suppliers located within 80 km of our operational units, contributing to the revitalization of the regional economy, and reducing our carbon footprint.
- ✓ Supplier Code of Conduct, which establishes guidelines on human rights, labor conditions, environmental practices, and business ethics.

Additionally, we apply a preventive approach by evaluating social and environmental risks for strategic suppliers, such as those providing packaging materials. This process is conducted through specific questionnaires and internal audits. In 2024, we conducted visits to 49 packaging supplier facilities, with no negative impacts or major non-conformities identified.

During this period, we strengthened our supplier management through the following actions:

- ✓ Execution of internal audits for 100% of packaging material suppliers.
- ✓ Implementation of a supplier tracking dashboard, which allows classification based on size, strategic level, origin zone, and other relevant criteria.
- ✓ Progressive substitution of imported inputs with local or regional suppliers.

► Local purchases

In 2024, we conducted procurements totaling USD 67.9 million, of which USD 24.3 million (35.9%) corresponded to local purchases, exceeding our institutional goal of maintaining at least 20% of the annual total with local suppliers. This result represents a 22% increase compared to 2023, when amounted to USD 20 million. It is worth noting that this analysis was conducted on a more precise and consolidated basis, allowing for a more representative comparison between the two periods and clearly reflecting our economic impact on the local environment.



► Commercial logistics

We work with a network of specialized logistics operators that ensure the timely and safe transportation of our products from our facilities to export points. These providers offer comprehensive logistics services (customs agencies, land transportation, and storage), which are essential for the final stage of our supply chain.

In 2024, we managed operations with logistics operators selected through a formal evaluation process that considers criteria such as experience, documentary compliance, fleet type (owned and third-party), and operational capacity, in alignment with relevant security certifications like BASC and OEA. Additionally, we collaborated with shipping and airline companies for product exports, which operate under international standards and hold various certifications.

Below, we highlight the best practices in our management:

- ✓ **Digital container monitoring:** We have a platform that enables real-time tracking of containers during maritime transit. The tool provides key information on product arrival, pickup at destination, and container return, improving traceability and customer service quality.
- ✓ **Automation of logistics data:** We automated the recording of data related to logistics operations, contributing to improved operational efficiency.
- ✓ **Internal control with video scope:** In 2024, we acquired a video scope that allows inspection of the refrigeration area inside containers.

This measure enhances the security control of exported cargo.





KEY ACHIEVEMENTS IN OUR MANAGEMENT

- ✓ In 2024, 35.9% of our purchases were local, generating a positive economic impact in the region.
- ✓ We automated the sending of information to clients regarding cargo transit and arrival, optimizing communication and efficiency.
- ✓ We received the Export Excellence Award, granted by the Exporters' Association (ADEX).



GOALS AND UPCOMING PROJECTS

- ✓ Obtain the EsHoy SME Commitment Seal in recognition of our good practices in managing and developing our SME suppliers.
- ✓ Implement a training program for SME suppliers.
- ✓ Develop a supplier portal to streamline registration, tracking, and payment processes, enhancing traceability and management efficiency.
- ✓ Strengthen documentary control with digital tools to modernize processes and reinforce traceability in exports.

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4.4. DRIVING INNOVATION AND TECHNOLOGY

GRI 3-3 | NON-GRI Innovation and technology management

We promote digital transformation as a key pillar to optimize our agricultural and administrative processes. We have established three action lines that guide the use of technologies within the company:

- ✓ **Continuous innovation:** We incorporate digital solutions that enhance efficiency and productivity in our operational units.
- ✓ **Sustainable resource management:** We apply technologies to optimize the management of water, energy, and other resources in our agricultural operations.
- ✓ **Cybersecurity and data management:** We implement policies, procedures, and key tools to continuously elevate the company's cybersecurity level, ensuring the integrity, quality, and availability of data.

These action lines enable us to apply technologies with purpose, generating economic, environmental, and social value through innovation.

In 2024, we allocated significant resources to research and development (R&D) activities, aiming to integrate advanced technologies that strengthen the management of our operations and contribute to the sustainability of the business. This effort resulted in the development of data analytics tools as well as technological solutions for the automation of agricultural and operational processes. These initiatives were managed by the IT department, complemented by technological solutions from external providers.



Below, we present the main projects executed:

1. Fruit dehydration time control

Purpose: Measure and reduce the dehydration time of fruit from harvest to the start of the plant process.

Benefit: Improvement in product quality.

2. Blueberry Packing Module

Purpose: Control the productive flow of blueberries in the plant.

Benefit: Increased operational efficiency through quality control, yields, and storage in the plant.

3. Data Warehouse (data repository)

Purpose: Integrate multiple data sources to develop dashboards and reports.

Benefit: Processing of reliable, secure, and traceable data.

4. Automation of meteorological station monitoring (Internet of Things)

Purpose: Centralize the monitoring of meteorological data.

Benefit: Enhanced decision-making in agricultural operations.

5. Bus Management module (Control Bus)

Purpose: Schedule, record, and control routes and passengers.

Benefit: Optimization of routes and schedules, reducing travel times and improving internal transportation efficiency.

6. Food management module (Gestor alimentos)

Purpose: Efficiently manage the distribution of food to employees.

Benefit: Improvement in the efficiency of food request and delivery processes for employees.



Control Bus



KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ We reduced grape dehydration by approximately 35% compared to the 2023 campaign
- ✓ We implemented a data warehouse that centralizes all organizational data on a single platform.
- ✓ We incorporated the blueberry production control module into our SDR platform.
- ✓ We optimized bus occupancy through the use of the Control Bus module.



GOALS AND UPCOMING PROJECTS

- ✓ Develop a commercial management platform.
- ✓ Implement improvements in the fruit dehydration control process.
- ✓ Integrate processes for the traceability of blueberry pallets.

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9
INDUSTRY,
INNOVATION AND
INFRASTRUCTURE



4.5. CUSTOMER MANAGEMENT

GRI 3-3 | NON-GRI Customer management and satisfaction

At Don Ricardo, we focus on generating sustainable commercial relationships based on trust, transparency, and continuous improvement. We are oriented toward building long-term connections with our clients, anticipating their needs, resolving operational challenges agilely, and adapting to environmental changes.

To achieve this, we have various client communication channels that allow us to maintain a continuous, close, and efficient dialogue. These include:

- ✓ Virtual meetings and periodic calls.
- ✓ Sending reports on the status of commercial programs.
- ✓ Commercial visits to client facilities.
- ✓ Participation in international sector fairs.
- ✓ Client visits to our installations.

Similarly, we have implemented a specific protocol for handling complaints and claims related to our products. This protocol is designed to ensure the resolution of each case within the month following its submission, guaranteeing transparent and efficient management through our established communication channels.

Additionally, we monitor client satisfaction through an annual structured survey. This evaluates aspects such as service recommendation, product quality, level of attention, and focus on continuous improvement. This process helps align our standards with client expectations and strengthens long-term relationships.

During this year, together with our clients, we aligned expectations on key aspects such as quality, packaging formats, timeliness, and logistics efficiency. This has been made possible thanks to the transversal commitment within the company, allowing us to respond with greater agility and raise the standard of our service.

Closeness, active listening, and collaboration have been fundamental in consolidating commercial relationships that contribute to our long-term oriented management.



KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ We have achieved sustained commercial growth in recent years as a result of strategic and long-term management.
- ✓ We expanded our international presence by opening new markets, which allowed us to diversify our sales.



GOALS AND UPCOMING PROJECTS

- ✓ Develop commercial programs with clients who share a vision of sustainability to promote a positive social impact.

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05

CULTIVATING THE BEST TALENT



5.1. OUR TEAM

GRI 2-7 | 2-8

At Don Ricardo, we are convinced that our team is an essential pillar for the company's success. Therefore, we cultivate the best talent, promoting respect, leadership, professional development, and safe and healthy working conditions.

Our operations are carried out in the Ica region, where our farms and processing plants are located, in addition to having administrative offices in Ica and Lima. At the close of 2024, our team consisted of a total of 7,818 employees, distributed with 54% women and 46% men. Below, we present their distribution by gender and contract type.

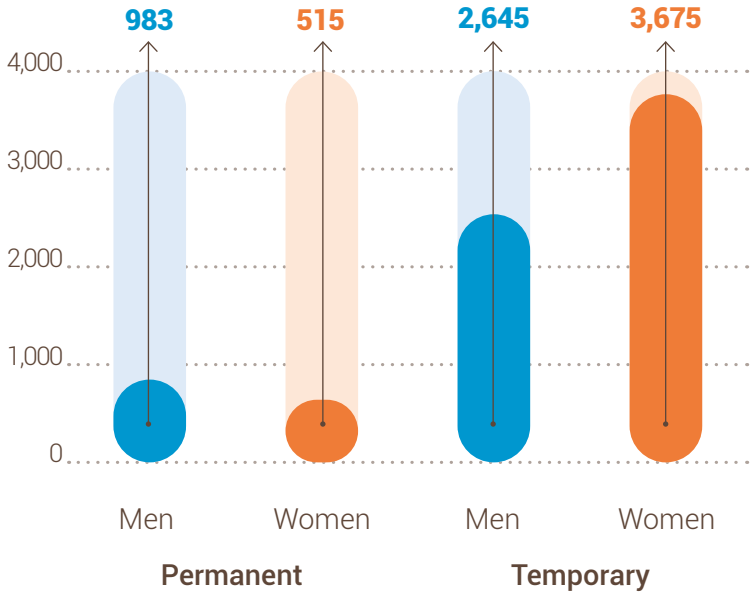


Distribution of employees by gender

 **46 %**
Men 3,628

 **54 %**
Women 4,190

Distribution of employees by contract type



► Job creation

GRI 3-3 | 13.20.1 | 401-1

In 2024, we managed a significant volume of employee hires, contracting a total of 17,830 individuals throughout the year, including operators and staff, of whom 52% were women and 48% were men. This job creation was made possible through our recruitment and selection processes, which are conducted under principles of objectivity, equity, and transparency, respecting human rights and ensuring equal opportunities for all individuals.

Below, we detail the main modalities under which these hires were managed:

- ✓ Operator recruitment: In 2024, we incorporated over 17,000 people, representing 99.5% of total hires, due to the sector's dynamics. The primary strategy implemented for this process was conducting direct visits to populated centers, strengthening ties with local communities, and facilitating access to formal employment.
- ✓ Administrative staff selection: These hires accounted for 0.5% of the annual total and were made through formal calls for applications through job search portals and corporate social networks. The process included specialized evaluations and competency-based interviews, prioritizing the adequacy of the profiles required in the different areas of the company.



These figures reflect the need to cover agricultural tasks during harvest seasons, given the seasonal nature of our operations. Similarly, the recorded terminations totaled 14,473 during the year—54% women and 46% men—and were associated with the end of these harvest seasons and the dynamics of our crop production cycles. In this context, we experienced a turnover rate of 14%, primarily due to blueberry harvesting and the competitiveness of the sector in our operational area.

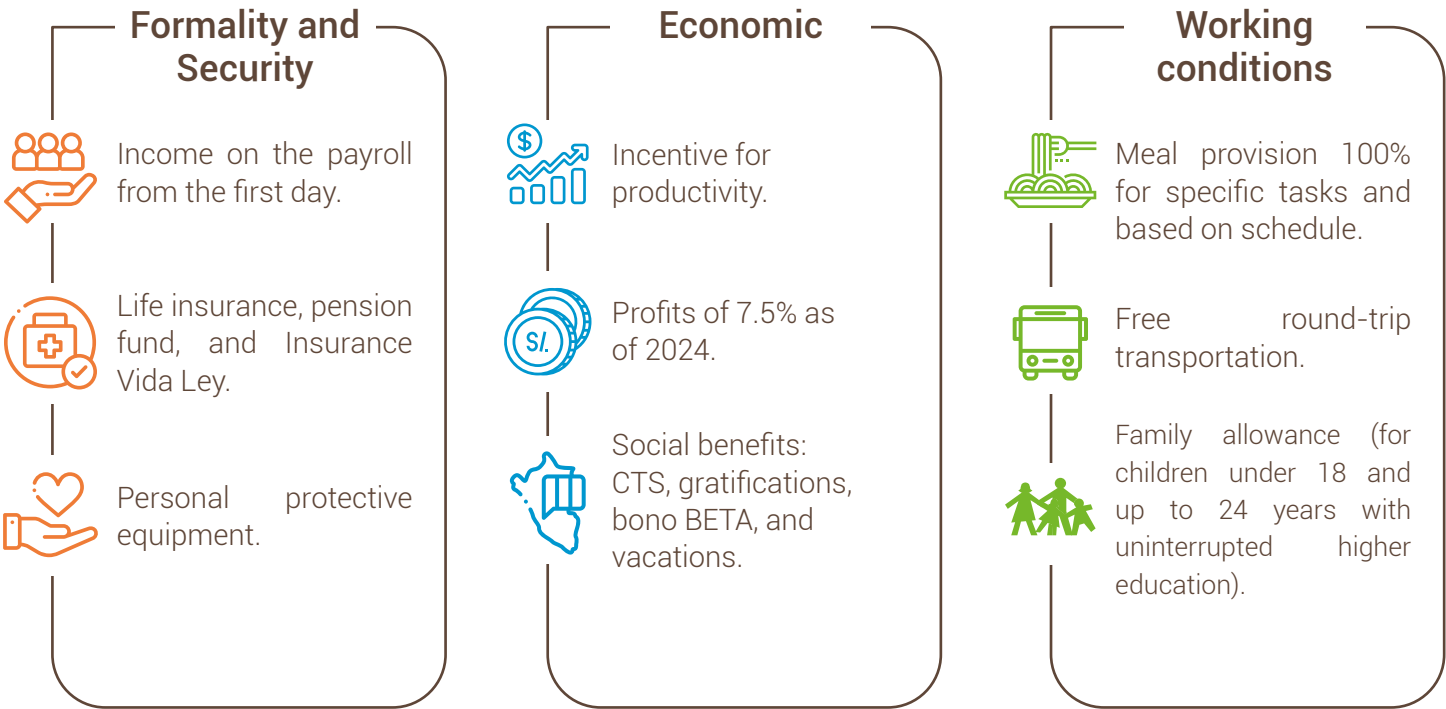
Below, we present the breakdown of these figures by gender.

Indicator	Hires		Terminations	
	Men	Women	Men	Women
Number	8,552	9,278	6,702	7,771
Total	17,830		14,473	

► Labor benefits

GRI 401-2

Our commitment to the well-being of our employees is a priority. We offer all benefits and social protections required by current legislation, complementing them with additional benefits. These are designed to improve the quality of life of our employees, strengthening mutual trust and commitment between the team and the company.



Control Bus

Through the Control Bus application, we manage the transportation of our employees more efficiently, avoiding overloads and potential duplications. This tool enables us to monitor transportation in real time, ensure correct distribution, and provide an orderly and secure mobility service.



Gestor alimentos

With the implementation of the Gestor alimentos application, we have digitized the request and delivery of meals. This allows us to ensure precise records, generate reports immediately for validation, optimize the facilitation and provision of services, reduce delays, and strengthen our capacity to respond. Thanks to this cloud-based SDR solution, we have significantly improved the traceability of the meal service, both in the field and at the plant.

► Fair and competitive compensation

GRI 2-19 | 2-20

We recognize that fair, transparent, and competitive compensation is fundamental to the well-being and commitment of our employees. Therefore, we manage it in accordance with the current Salary Policy, which defines guidelines for establishing salary bands, ensuring internal equity and market alignment.

This process begins with the review of the Salary Policy, led by the Human Resources Management, which proposes necessary adjustments. These are evaluated and approved by the Managerial Remuneration Committee, composed of the General Management, the Vice Presidency of Administration and Finance, and the Human Resources Management. Finally, the Personnel Administration department is responsible for the implementation and follow-up of salary adjustments.

As part of this process, and to sustain an informed salary management aligned with our internal policy, we conduct periodic reviews of our salary structure with the support of specialized consultancies, aiming to have updated reference information on salary practices in the agricultural sector and other relevant industries.

► Parental leave

GRI 401-3

We deeply value the importance of family and the well-being of our employees. Therefore, we are committed to complying with current labor regulations, ensuring that all have access to legal maternity and paternity leave.

Below is the breakdown of parental leave granted in 2024, classified by gender:

Parental Leave	Men	Women
Employees who took maternity or paternity leave	75	23
Employees who returned to work after completing maternity or paternity leave	75	21
Employees who returned to work after completing their maternity or paternity leave and continued working at the company 12 months after their reintegration	47	21
Return-to-work rate (employees who took leave and maintained their employment relationship)	100%	91%
Employee retention rate	63%	91%

► Well-Being

We promote a healthy and respectful work experience through various initiatives. These are articulated through the formation of committees, the implementation of social benefit programs, and activities that foster integration, as well as a collaborative and respectful environment.



Welfare Committee

Represents workers and channels issues raised by employees with respect to a respectful and appropriate work environment. It is elected by workers and includes democratic participation in decision-making, mediating solutions to operational and company issues.

Additionally, it administers a fund provided by the company to finance social interventions, ensuring the necessary needs of our influence areas.



Sexual Harassment in the Workplace Intervention Committee

We promote a workplace free of sexual harassment through the monitoring and attention to reported cases, in accordance with the established procedure. To reinforce this effort, in 2024 we developed a sensitization and prevention campaign directed at all our employees.



Diversity and Inclusion Committee

We promote respect and equal opportunities through initiatives focused on inclusion and non-discrimination. In 2024, we trained the members of this committee and the Social Well-Being team on topics related to diversity and inclusion.



Friendship tournament

In 2024, we held the second edition of the Friendship Tournament, where, over four weeks, our employees participated in teams for women's and men's soccer, mixed volleyball, cycling, marathon, and chess. This tournament promotes integration among our employees and strengthens our organizational values.



Holiday celebrations

We honor our employees by celebrating important dates with various activities, such as special lunches, gift deliveries for their children, and recreational sessions with group dynamics.



Talent that Progress program

As part of our retention plan, we developed this program during the last months of the year. It is aimed at operators, with the goal of motivating them and recognizing their good performance during the campaign.

5.2. TALENT MANAGEMENT

GRI 3-3

As part of our commitment to the integral development of talent and the strengthening of a positive work environment, we manage training and development programs, conduct a performance evaluation to identify strengths and improvement opportunities, and carry out an annual work climate survey.

► Training and development programs

GRI 404-2

In 2024, we conducted 8,361 man-hours of training on various topics aimed at developing technical and soft skills. Additionally, we promote the professional growth of our employees through programs that enhance their technical knowledge and drive their development.

Supervisor School Program

At Don Ricardo, we are committed to identifying, retaining, and developing the talent that will lead the future of our operations. In line with this, the Supervisor School is part of our internal talent development strategy, offering a first job opportunity for young graduates eager to start their careers in the agricultural sector. Furthermore, it seeks to strengthen the technical, regulatory, and leadership competencies needed to efficiently guide teams, aligned with our values and operational standards.

The program combines employment, training, and support from the first day of hire. To attract technical and university graduates with high potential, we establish partnerships with educational institutions that allow us to promote job openings through job boards, professional fairs, and other networking spaces. Through these alliances, we connect with young individuals interested in joining the company and taking on leadership roles from an early stage.

As part of the selection process, candidates participate in a group assessment under the assessment center modality, where competencies such as communication, conflict resolution, teamwork, planning, and leadership are observed. Those who pass this stage proceed to an individual interview with their immediate supervisors, delving into their prior experience and role suitability.

Selected individuals are hired for the position and begin the Supervisor School program on their first day

with the company. Alongside them, active plant and field supervisors also participate, fostering knowledge exchange between new hires and those already leading teams in our operations.



The program is structured into three key modules:

- ✓ **Operations and processes:** Delivered by internal leaders with direct experience in specific tasks.
- ✓ **Soft skills:** Developed with an external coach, focusing on the leadership profile we seek for our supervisors.
- ✓ **Internal regulations:** Focused on procedures, organizational culture, and safety standards.

The learning approach combines theoretical and practical sessions, with experiential dynamics tailored to each module, designed in collaboration with area managers. Additionally, a knowledge assessment is conducted before and after training to measure participants' progress.

In 2024, we held seven editions of the program across various farms and plants, with a total of 171 employees benefiting, improving their performance, and strengthening their connection with the company. As a result, we recorded a 23% increase in learning, and those who excelled in their performance continued working with the company, even beyond the season, actively participating in the planning of subsequent campaigns.

Thus, the Supervisor School not only strengthens technical and leadership skills but also boosts youth employability and creates professional development opportunities from the first job. Looking ahead to 2025, we plan to scale this program by expanding our partnerships with universities, prioritizing regions such as Lima and Arequipa.



171 employees improved their performance, and strengthened their connection with the company.

Train the trainers program

This program is aimed at our employees who conduct training sessions. Its objective is to enhance their teaching skills by providing them with tools based on andragogy, a specialized methodology for adult education. In this way, it seeks to transform them into knowledge multipliers and promoters of an organizational culture focused on continuous learning.

This program enabled us to:

- ✓ Improve communication, empathy, and the ability to facilitate learning.
- ✓ Elevate the level and effectiveness of the training offered within the organization.
- ✓ Foster an environment that values shared knowledge and constant development.



38 employees strengthened their role as training leaders within the company.

Trainee program

This program is designed to attract young graduates, offering them the opportunity to join various areas of the company during the harvest season. The goal is to provide a comprehensive training experience that allows them to learn about the business, gain work experience, and develop their professional skills.

This program enabled us to:

- ✓ Strengthen our image as an organization committed to the development of young talent.
- ✓ Contribute to early workforce integration with support and field-based learning.



21 trainees experienced a professionally enriching journey within the company.

► Work climate

We launched our first work climate survey, a significant milestone that allowed us to directly understand our employees' perceptions of their work environment. This initiative reaffirms our commitment to their well-being and strengthens spaces for listening and participation.

✓ Over
4,500
employees, including both staff and operators, participated in the evaluation.

✓ The result of the labor climate index was
82 %
reflecting a positive perception and a good level of organizational satisfaction.

✓ This diagnosis covered 11 key dimensions, among which stand out: the quality of interpersonal relationships, strategic alignment, professional development opportunities, and benefits offered.

A notable aspect of the results was the **high rating achieved in the dimension that assesses the positive impact we generate as an organization on society**, which underscores the relevance of our work in the social environment.

Thanks to the results obtained, we identified improvement opportunities on which we have developed transversal action plans that are already underway.

Integration day

In June, we held an Integration Day before the beginning of our agricultural year. In this space, we united all the sites and shared through dynamics the values of our organization: respect, commitment, integrity, and excellence.



Celebrating inspiring careers

During the event, we recognized eight employees for their commitment to the company. Seven of them were honored for having completed 20 years or more at Don Ricardo, highlighting their continuity and loyalty to the organization.

Special recognition was also given to Rafael Ibarguren, founder of the company, for his inspirational leadership. This distinction highlighted his role as a close reference for many leaders, as well as his ability to guide, accompany, and build relationships of trust over time.

These awards reflect the value we place on sustained trajectories and the positive impact that people have on our organizational culture.



► Performance evaluation

GRI 404-3

In 2024, we improved our performance evaluation process with the aim of strengthening its alignment with business objectives, increasing the objectivity of the process, and promoting a culture of continuous feedback within the company. As a first step, we updated our competency model, defining transversal competencies applicable to all employees, as well as specific leadership competencies for those managing teams. In this regard, we transformed the evaluation approach, shifting from a 90° model to a 360° model, which allows for assessing performance from multiple perspectives.

To facilitate these changes, we will implement a digital platform that enables integrated and traceable management of the process, providing clear visibility of progress at each stage. With this, we seek to ensure a more structured and participatory evaluation process that serves as a basis for guiding decisions related to training, promotions, and other key processes.



KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ We incorporated over 17,000 new individuals into our team, contributing to local economic development.
- ✓ 171 recent graduates and supervisors graduated from the Supervisor School, enhancing their technical and leadership skills.
- ✓ We launched our first work climate survey, obtaining an index of 82%.
- ✓ We implemented "Control Bus," which allows for more efficient management of employee transportation.
- ✓ We implemented "Gestor alimentos", which optimizes the request and delivery of lunches.



GOALS AND UPCOMING PROJECTS

- ✓ Implement the performance evaluation through the digital platform.
- ✓ Build a culture of continuous feedback through workshops for all employees on how to give and receive feedback.
- ✓ Strengthen the organizational culture by promoting proximity initiatives such as "Get to Know Don Ricardo" and "Breakfast with the Manager".
- ✓ Scale the School of Supervisors to the Cultivating Talent Program, expanding our partnerships with universities, and prioritizing regions such as Ica, Lima, and Arequipa.

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5.3. HEALTH AND SAFETY AT WORK

GRI 13.19.3 | 13.19.8 | 13.19.10 | 13.19.11 | 403-2 | 403-7 | 403-9 | 403-10 | 13.19.3 | 13.19.8 | 13.19.10 | 13.19.11 | 403-1 | 403-2 | 403-7 | 403-9 | 403-10

At Don Ricardo, we promote a preventive culture in occupational health and safety, aimed at protecting the physical integrity and health of our employees and other stakeholders. We work constantly to strengthen the safety culture, reduce the occurrence of accidents, and provide continuous training, ensuring safe working conditions for all.

Our Occupational Health and Safety Management System (OHSMS), aligned with Law No. 29783, its regulation DS No. 005-2012-TR, and other current regulations, is applied in all our operating units and covers both employees and contractors. This system is operationalized through an annual plan consisting of training, campaigns, inspections, and programs, among other activities aimed at occupational risk prevention. As a result of the implementation of the annual occupational health and safety plan and program, this year we were able to reduce our accident rate from **7.48 a 0.37 compared to the previous year.**

In addition to preventive actions, for hazard identification and occupational risk assessment, we use key tools such as the Hazard Identification, Risk Evaluation, and Controls matrix (IPERC), which allows us to adopt preventive measures and establish appropriate controls. However, in the event of an accident, we have defined protocols for immediate response. In these cases, we immediately activate our Contingency and Emergency Plan, followed by an investigation that allows us to define corrective and preventive actions, prioritizing the hierarchy of controls.

On the other hand, all employees are responsible for reporting any unsafe act or condition, as established in the Internal Occupational Health and Safety Regulations (RISST). To this end, we have various communication mechanisms that allow us to channel these reports in an accessible and confidential manner. Among them are:

-  Physical and digital suggestion box.
-  Corporate telephone numbers of the Occupational Health and Safety area.
-  Electronic mail.
-  Direct communication with your immediate supervisor or with the Occupational Health and Safety area.



These channels reinforce our commitment to active listening, transparency, and continuous improvement.

► Occupational Health and Safety Committee

GRI 13.19.5 | 403-4

We encourage the active and constant participation of all our employees in the management of occupational health and safety. To this end, we have an Occupational Health and Safety Committee and a Subcommittee, which ensure representation at all our sites. These bodies are made up of representatives of the employer - trusted personnel elected by senior management - and representatives of the employees, elected by vote. The committees meet every month and, when the situation requires it, convene extraordinary meetings in exceptional cases. Their term of office is two years.

Their functions include:

- ✓ Approve the Internal Occupational Safety and Health Regulations (RISST), the Annual OSH Program, and the Annual OSH Training Plan.
- ✓ Investigate work accidents.
- ✓ Participate in the approval of Personal Protective Equipment (PPE).
- ✓ Collect employee concerns and channel their proposals for improvement.



► Training in health and safety at work

GRI 13.19.5 | 403-4

We have an annual training plan on occupational health and safety, aimed at all employees. Its objective is to strengthen the necessary competencies to act safely and prevent accidents and work incidents, covering all levels of the organization.

Among the training topics are:

- ✓ Internal regulations and SST policy
- ✓ Identification of hazards, risks, and unsafe conditions

- ✓ Preventive safety and health at work recommendations and PPE use
- ✓ Contingency and Emergency Plan
- ✓ Procedures for high-risk tasks.

Additionally, 100% of employees received an induction in safety and health at work, allowing them to identify and prevent risks associated with their tasks.



5.4. OCCUPATIONAL HEALTH

GRI 13.19.4 | 13.19.6 | 13.19.7 | 403-3 | 403-5 | 403-6

At Don Ricardo, we maintain a strong commitment to the well-being of our employees. Therefore, we promote a culture of prevention and health care that includes access to medical services and psychological support, directed at all employees.

We address occupational health through two complementary approaches:

HEALTHCARE MANAGEMENT

Oriented toward providing medical care for common ailments and emergency response.

- ✓ We offer direct medical care through strategically located health posts among our sites, where common ailments during the workday are addressed.
- ✓ We have a level II ambulance to handle medical emergencies or common illnesses.
- ✓ We channel referrals to specialists or medical centers when necessary, including coordination with ESSALUD or clinics for cases requiring more complex care.

OCCUPATIONAL HEALTH MANAGEMENT

Focused on medical surveillance, including occupational medical examinations, field supervision, and preventive health training.

- ✓ We conduct ongoing medical surveillance actions, which include pre-employment, periodic, and retirement examinations (if requested by the employee) to timely detect work-related conditions.
- ✓ We perform field supervisions, active breaks, guidance on non-communicable diseases, and training for all areas to promote healthy habits and reduce occupational risks.



► Psychological counseling office

We have a psychological counseling office, which provides free, voluntary, on-site assistance during working hours, as part of our actions to care for the emotional and mental well-being of our employees. This service aims to reduce the prevalence of psychological disorders and psychosocial problems.

The service is available for individuals, couples, or parents, and addresses topics such as emotion management, stress, interpersonal relationships, family conflicts, healthy parenting styles, and personal growth. Through this space, we promote emotional well-being and work-life balance.

In 2024, we conducted over 1,000 sessions, reflecting the importance of this service as part of our commitment to the well-being of our employees.

These integrated actions strengthen our organizational culture and reinforce a safer, more responsible operation focused on the well-being of our employees.



KEY ACHIEVEMENTS OF OUR MANAGEMENT

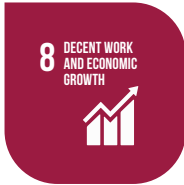
- ✓ The accident rate reduced from 7.48 to 0.37 compared to the previous year's campaign.
- ✓ 100% of employees received an induction in safety and health at work
- ✓ 0 occupational diseases reported during the year.



GOALS AND UPCOMING PROJECTS

- ✓ Prioritize intensive training on critical risks, strengthen the emergency brigade, and develop sensitization programs to reinforce the safety culture.
- ✓ Automate, through software, the management of safety and health at work, as well as occupational health management.

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06

GENERATING DEVELOPMENT

6.1. OUR SOCIAL DEVELOPMENT

GRI 3-3 | 2-25 | 2-26

At Don Ricardo, we are committed to the well-being of the communities where we operate. To this end, we conduct a social needs assessment in our areas of influence, enabling us to identify local priorities and design interventions aligned with the specific dynamics of each territory.

We also have a Social Responsibility Policy that guides our community actions in the short, medium, and long term, ensuring sustainable management that generates shared value.

Within this framework, we manage projects and initiatives aimed at improving people's quality of life through collaborative work with local authorities, community leaders, and other key stakeholders. We maintain active communication mechanisms such as:

- ✓ Community meetings.
- ✓ On-site visits.
- ✓ Coordination with local authorities.
- ✓ Request handling.
- ✓ Direct participation in field activities.

We organize our actions around four strategic pillars that structure our management:



Health

Promotion of nutrition and prevention in physical and mental health.



Education

Educational quality through projects that develop skills and infrastructure.



Environment

Conservation of the environment and management and use of water resources.



Family strengthening

Promotion of coexistence and healthy relationships in the family environment.

6.2. SOCIAL PROJECTS

GRI 13.12.1 | 13.12.2 | 13.12.3 | 413-1 | 413-2

Below, we present the main projects executed in 2024, aligned with each intervention pillar:

► Alliance against Anemia

In line with our commitment to eradicate anemia in our areas of influence, we joined the fight against childhood anemia in partnership with the Non-profit association Peruanos por Peruanos. Through this collaboration, we actively participated in prevention campaigns and nutritional guidance directed at vulnerable families in the region.

In 2024, we contributed to conducting over

+6,000 free screenings

and supported nutritional guidance for more than

+4,400 mothers

As recognition of this joint effort, we were honored as a Zero Anemia Company, reaffirming our commitment to the health and well-being of children.



► Medical campaigns

We conducted free medical campaigns to bring healthcare services to the residents of our areas of influence, prioritizing the well-being of pregnant women, girls, boys, adolescents, adults, and the elderly. Through these campaigns, we provided timely and quality care in populated centers such as La Tingüña, Salas, and San José de los Molinos.

In 2024, we managed to serve over 900 people with preventive services, specialized medical guidance, and medication distribution. This effort was made possible thanks to the participation of 130 professionals from allied institutions and the dedicated support of 51 volunteers who joined as health promoters.



More than **USD 16,000 invertidos** in our anemia reduction and healthcare access projects in the communities.

► Life Plan: Cultivate the Best in You

A project launched in 2022, aimed at providing tools to fifth-year high school students to develop a life plan upon completing their school stage. In 2024, 77 fifth-year high school students from I.E. Catalina Buendía de Pecho in the San José de los Molinos district participated.

It includes 4 modules:

- ✓ Self-esteem
- ✓ Life plan
- ✓ Decision-making
- ✓ Vocational guidance



+ 300 students graduated since the program's inception.

► Master of Agriculture

A project launched in 2024, aimed at providing technical training to farmers in our areas of influence on sustainable practices, with the goal of fostering a culture of sustainable agriculture in the Ica Valley. This first edition will conclude in April of next year.

It includes 3 modules:

- ✓ Soil management and conservation.
- ✓ Irrigation systems.
- ✓ Integrated pest control management.



120 farmers trained by 2027, as a goal, in four editions.

► Prevention of family violence

We work in collaboration with the Women's Emergency Center (CEM) of La Tinguña district to conduct workshops that promote the prevention and attention to violence. These sensitization sessions are directed at our farm and plant employees, as well as community members.

It includes topics such as:

- ✓ Prevention of gender violence
- ✓ Responsible fatherhood and masculinity
- ✓ Responsible fatherhood in the face of gender equity.



+1,000 people sensitized by 2024.

► Conoce Don Ricardo

Aligned with our education pillar, we promote Conoce Don Ricardo, an initiative that fosters the exchange of knowledge and technical learning about our agricultural operations.

In 2024, we received 13 educational, agricultural, and productive delegations from Ica, Arequipa, Lima, and Costa Rica. In total, 227 individuals toured our facilities to gain a close understanding of our crops, processes, and sustainable practices.

Through this initiative, we strengthen the technical-professional development of students, associations, and producers, contributing to shaping new generations committed to responsible agriculture.



— Visit of a delegation of students and teachers from Costa Rica

► Corporate volunteering

Corazones Unidos de Don Ricardo

Through our Corazones Unidos de Don Ricardo volunteering program, we reaffirm our commitment to the development of communities. We promote the active participation of our employees in solidarity initiatives that generate a positive impact on the environment.

In 2024, our 103 volunteers reflected the solidarity spirit that characterizes us and our commitment to socially responsible management.



► Donations

GRI 203-1

We address specific needs identified in communities through in-kind interventions that complement our social projects.

In 2024, we allocated over USD 80,000 to infrastructure and equipment projects, executed directly by the company with criteria of relevance and transparency. Among the main actions carried out are:

Motorcycles for citizen security



We provided 6 motorcycles to the District Municipality of Parcona.

Ultrasound Machines



We donated 3 portable digital ultrasound machines to health centers located in La Tinguíña and San José de los Molinos to strengthen medical services.

Pharmacy and nursing facilities



We equipped 2 facilities at the Pampas Health Center for the Pharmacy and Nursing areas.

Electric transformer



In coordination with private entities, non-governmental organizations, and the local government, we contributed electricity to public schools in San José de Los Molinos.

School furniture



We donated school furniture to an educational institution in La Tinguíña.

12,000

beneficiary families

+ 3,000

beneficiaries

1,900

beneficiaries

220

beneficiary families

171

student beneficiaries



KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ We invested over USD 16,000 in the prevention and treatment of anemia, contributing to more than 7,000 people.
- ✓ We successfully completed the third edition of the Plan de Vida: Cultiva lo Mejor de Ti project, benefiting over 300 students since 2022.
- ✓ We launched the first edition of the Master of Agriculture Project, aimed at benefiting farmers in the San José de los Molinos district on key topics such as soil conservation, advanced irrigation, and integrated pest and disease management.
- ✓ We invested over USD 80,000 to infrastructure and equipment projects, benefiting more than 12,200 families in our areas of influence.



GOALS AND UPCOMING PROJECTS

- ✓ Implement the Zero Anemia Operation project, focused on the prevention and reduction of childhood anemia in our area of influence.
- ✓ Continue with the Master of Agriculture project, benefiting 120 farmers, reaffirming our commitment to more sustainable and technologically advanced agriculture.
- ✓ Develop a Works for Taxes (OXI) project that will have a positive impact on the quality of life of the community.
- ✓ Implement the Don Ricardo Community Engagement Plan, which will strengthen dialogue and collaboration with our neighboring communities.

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6.3. Respect for human rights

GRI 3-3

At Don Ricardo, we are committed to the respect, protection, and promotion of human rights in all our operations and commercial relationships. This commitment is embodied in our Human Rights Policy, which aligns with international instruments such as the principles of the Global Compact and others.

Our commitments include:

- ✓ Respect the human rights of our employees and other stakeholder groups.
- ✓ Ensure a safe, inclusive work environment free from discrimination, harassment, or inhumane treatment.
- ✓ Reject all forms of forced, child, or juvenile labor in our operations and those of our suppliers.
- ✓ Comply with dignified working conditions, including reasonable working hours, fair compensation, and freedom of association.
- ✓ Require adherence to these standards in our contracts, supplier selection processes, and commercial practices.
- ✓ Train our employees in human rights to strengthen the organizational culture.

To ensure compliance with these commitments, we utilize mechanisms such as the Human Rights Risk Matrix, external audits, and internal training. These tools allow us to identify improvement opportunities, monitor action plans, and implement corrective measures when necessary.

Additionally, anyone can report human rights violations through our Ethics Hotline, a confidential and secure channel managed by an independent third party (NAVEX), which guarantees the protection of the whistleblower and the transparency of the process.



► Relevant human rights issues

We reaffirm our commitment to promoting responsible practices and respecting human rights across all our operations and throughout our entire value chain. Therefore, below, we explain the actions taken regarding the following relevant issues:

Eradication of child and forced labor GRI 408-1 | 409-1

We are committed to the eradication of child and juvenile labor in all our operations and supply chain. This commitment is reflected in actions aimed at preventing any form of labor exploitation.

- ✓ **Hiring Policy and ETI Code:** Explicit prohibition of child and juvenile labor at all stages of the production process, and we ensure that employment is voluntary and without document retention.
- ✓ **Age Verification:** Mandatory document review at the time of hiring to ensure compliance with the legal minimum age.
- ✓ **Supplier Evaluation:** Sustainability questionnaire that includes criteria on labor rights and the prohibition of child labor.
- ✓ **Accessible Reporting Channels:** We have an Ethics Hotline for anyone to report potential coercion or violations.
- ✓ **Sensitization Campaigns:** Ongoing training for employees and suppliers on respecting labor rights and protecting children.

Thanks to these actions, we strengthen a culture of respect for labor freedom and children's rights, ensuring safe, responsible work environments free from all forms of exploitation.



GOALS AND UPCOMING PROJECTS

- ✓ Implement a Fundamental Human Rights Plan.
- ✓ Disseminate our Human Rights Policy and develop training on this subject.

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07

CARING FOR THE ENVIRONMENT



7.1. OUR ENVIRONMENTAL MANAGEMENT

GRI 2-27

At Don Ricardo, we are committed to caring for the environment through responsible management that promotes continuous improvement and ensures compliance with current regulations. To this end, we implement environmental strategies and practices aimed at preventing, reducing, and mitigating the impacts of our operations, in line with regulatory requirements and environmental commitments that guide our relationship with the surroundings.

We have two key instruments that guide and organize our actions:



Environmental Policy

Establishes the principles and commitments that direct our approach to environmental challenges.



Environmental Management Plan

Translates these commitments into concrete measures for each operational unit, including prevention, monitoring, and impact control actions.

In 2024, no environmental sanctions were recorded, reflecting our compliance with obligations and the strengthening of our internal capacities to act preventively and responsibly.

That same year, we obtained the LEAF Marque certification for the first time, an international standard that validates the implementation of good agricultural practices focused on environmental sustainability, biodiversity protection, and efficient resource use.

At Don Ricardo, we cultivate with the conviction to protect the environment: we care for the land today to ensure life and well-being for tomorrow.

7.2. CLIMATE CHANGE AND EMISSIONS MANAGEMENT

GRI 3-3 | 13.1.1 | 13.2.1

We are aware that climate change significantly impacts our operations, particularly because agriculture is one of the most vulnerable sectors worldwide. Therefore, emissions management is a central component of our environmental strategy. We measure our greenhouse gases (GHG) and optimize key processes to reduce our carbon footprint. This management allows us to anticipate risks, adopt adaptation measures, and mitigate impacts, actively contributing to global efforts to address the climate crisis.



► Carbon footprint

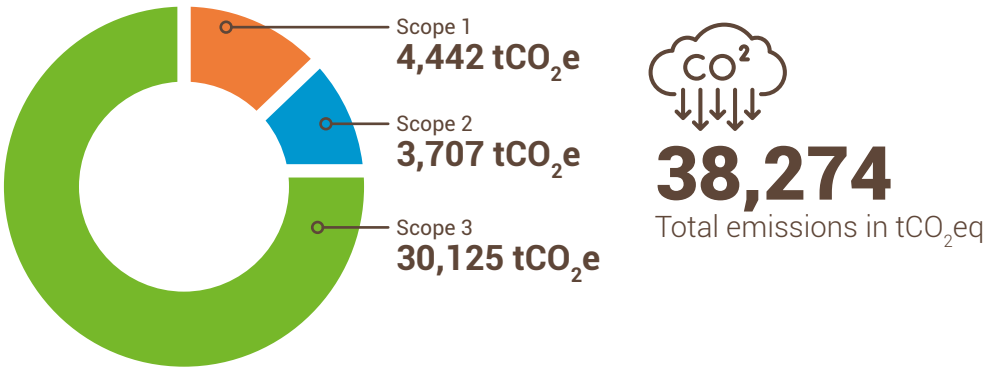
GRI 13.1.2 | 13.1.3 | 13.1.4 | 305-1 | 305-2 | 305-3

In 2024, we strengthened our emissions measurement process through a more detailed, structured, and aligned data collection, following the guidelines established by Frutura. This process included the use of standardized templates, which allow us to organize information according to the type of activity and emission category.

The measurement covers our direct emissions (Scope 1), such as the use of fuels in the field and our own transportation; indirect emissions from electricity consumption (Scope 2); and value chain emissions (Scope 3), which include the transportation of inputs and products, subcontracted services, business travel, waste treatment, water consumption, among others. The calculation considers gases such as carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O), as specified in each category.

Thanks to this more rigorous approach, we established a solid baseline that will serve as a reference for managing our emissions in the coming years. Additionally, it allows us to identify improvement opportunities and advance toward progressive reduction goals.

CARBON FOOTPRINT (tCO₂eq) 2024



► Efficient use of energy

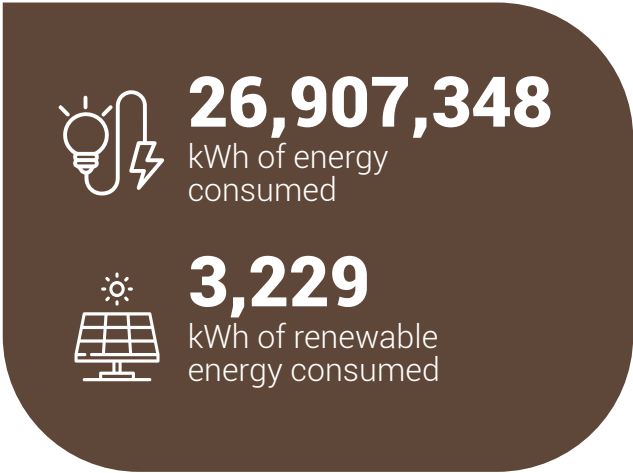
GRI 302-1

We recognize that efficient energy management is essential for sustainable operations. Therefore, we continuously monitor our consumption, promote the use of renewable sources and cleaner technologies, in line with our sustainability commitments.

In 2024, total energy consumption reached 26,907,348 kWh. This figure includes electricity purchased from the grid, energy generated from renewable sources, and fuel used in stationary sources, our vehicle fleet, and refrigeration systems. Our ratio of energy consumption to production was 0.4 kWh per kilogram of fruit produced in 2024.

Regarding electricity, total consumption was 17,465,514 kWh, encompassing both grid-purchased energy and renewable sources, such as photovoltaic solar energy. In the latter case, a 9% increase was recorded, reaching a total of 3,229 kWh in 2024. This growth is attributed to the use of solar panels installed at the La Pausa farm, which supply energy to an irrigation pump in a native tree conservation area and to an office in the recycling area.

Data was collected through a software, which centralizes and manages fuel consumption, as well as through electricity bills, supplemented by specific calculations for recording photovoltaic generation.



It is also important to highlight our advances in operational efficiency. Energy consumption in stationary sources—primarily associated with LPG use—decreased by 0.2% in 2024, while fuel consumption (diesel and gasoline) in our vehicle fleet dropped by 9%. These improvements reflect more efficient resource management, process optimization, and better logistical planning, thereby contributing to reducing our environmental impact.



KEY ACHIEVEMENTS OF
OUR MANAGEMENT

✓ We reduced in 9% the fuel consumption in our vehicle fleet.



GOALS AND UPCOMING
PROJECTS

✓ Expand the photovoltaic energy generation project, which will reduce the use of non-renewable sources and contribute to decreasing our carbon footprint.

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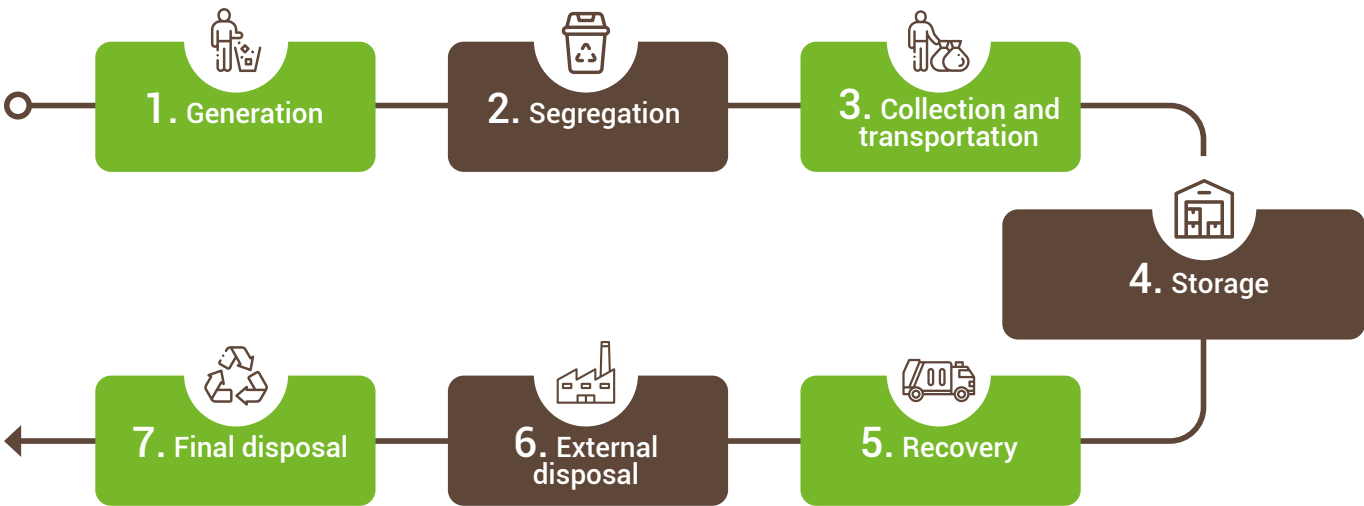
7.3. WASTE MANAGEMENT

GRI 3-3 | 13.8.1 | 13.8.2 | 13.8.3 | 13.8.4 | 13.8.5 | 13.8.6 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5

At Don Ricardo, we manage waste under a preventive and circular economy approach, aimed at reducing its generation, maximizing its utilization, and ensuring compliance with current environmental regulations.

This commitment is implemented through our Solid Waste Minimization and Management Plan, approved by the Ministry of the Environment (MINAM). This plan establishes specific measures for the comprehensive control of waste across all our operational units and defines concrete actions for its reduction, segregation, storage, valorization, and final disposal, thereby ensuring environmentally responsible management.

Below, we present the flow diagram that summarizes the waste management process in our operations:



► Waste generation

In 2024, we managed our waste through direct weighings conducted at each operational unit. This information is recorded by designated personnel and validated by the Environmental Department, ensuring its traceability and reliability. The data is integrated into the Power BI tool, enabling real-time visualization, and facilitating informed decision-making. Additionally, we incorporated a differentiated visualization by crop type and operational unit, which has improved the precision of the analysis and the implementation of corrective measures.

In 2024, the total waste generation reached 830 tons, as a result of increased activities. However, we have strengthened our waste management, reflected in the increased recycling of various materials: plastics by 3%, paper and cardboard by 29%, and organic waste by 10%.

On the other hand, we achieved a 13% reduction in the generation of hazardous waste, as a result of stricter controls and more efficient management of the processes that produce them. Likewise, we seek to valorize those hazardous wastes that can be reused, giving them a new useful life.

Below is the distribution of waste generated by type:

Waste generated				
Waste classification	Unit	2023	2024	
Non-hazardous waste	Tons (t)	786	817	
Recoverable	Tons (t)	608	557	
Non-recoverable	Tons (t)	178	259	
Hazardous waste	Tons (t)	16	14	
Recoverable	Tons (t)	7	7	
Non-recoverable	Tons (t)	8	7	
Total non-hazardous and hazardous waste	Tons (t)	802	830	

► Source segregation

As part of our comprehensive management, we identify and characterize all waste-generating sources in our operations, including administrative offices, farms, plants, and others. This analysis allows us to understand the type, volume, and weight of the waste generated, enabling us to plan its management efficiently.

Based on this characterization, we continue to implement properly classified storage devices across all our operational units, ensuring that hazardous and non-hazardous waste are correctly segregated at their source in a differentiated and safe manner. This facilitates their valorization or appropriate final disposal and contributes to more responsible environmental management.



► Waste disposal and valorization

We actively seek to contribute to a more efficient and circular operation by minimizing the amount of waste sent for final disposal and maximizing the use of materials that can still be utilized.

As part of our valorization strategy, we classify and store recoverable waste in our collection zones, including materials such as wood, metals, cardboard, paper, hard plastic, and film. These wastes are prepared for commercialization through authorized Solid Waste Operators (EO-RS) approved by the Ministry of the Environment (MINAM), who reintegrate them into new production cycles through recycling or reuse processes. Additionally, we transform organic crop residues, such as pruning leaves and branches, into humus through composting, obtaining a natural fertilizer that sustainably nourishes the soil.

These actions allow us to advance toward a Zero Waste model, where the majority of generated waste is utilized through recycling and reuse, thus avoiding final disposal in sanitary landfills. In 2024, we achieved a waste diversion rate of 68%, calculated as the proportion of recycled and reused waste relative to the total waste generated.

Below, the valorization methods by waste classification are detailed:

	Non-hazardous waste		
	Reuse	tons	21.5
	Recycling	tons	535.7
	Total	tons	557.2

	Hazardous waste		
	Reuse	tons	6.2
	Recycling	tons	0.35
	Total	tons	6.55

Waste that cannot be recovered is managed in accordance with current environmental regulations. This management includes classification, storage, transportation, and final disposal through Solid Waste Operators (EO-RS) authorized by MINAM, ensuring a legal, traceable, and safe process for both hazardous and non-hazardous waste.

► Environmental education

In 2024, we strengthened our environmental culture through awareness campaigns and training sessions directed at all employees. These actions aim to raise awareness about the importance of reducing waste at the source, properly segregating hazardous and non-hazardous waste, and promoting sustainable habits both inside and outside the workplace.

As part of our commitment to a more circular and sustainable operation, we implemented the following key actions:

- ✓ Awareness campaigns on waste reduction, proper recycling of materials, and the safe handling of hazardous waste.
- ✓ Internal environmental training aimed at reinforcing sustainable practices and ensuring compliance with procedures across all areas.
- ✓ Dissemination of environmental content during employee inductions, as well as through internal communication channels, newsletters, and five-minute talks.

TRAEE TU RAEE campaign

In 2024, we launched for the first time a collection campaign for waste electrical and electronic equipment (WEEE). This initiative aimed to raise awareness among our employees about the proper disposal of this type of waste and to promote responsible management both in the workplace and at home, thereby fostering a culture of environmental responsibility.

As a result, we collected 4,040 kilograms of WEEE, which were delivered to an authorized waste manager for recycling and recovery. This action helped prevent the emission of 8,790 kilograms of CO₂, reflecting our commitment to climate change mitigation and the reduction of our carbon footprint.





KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ We reduced the generation of hazardous waste by 13% compared to 2023.
- ✓ We increased the recycling of paper and cardboard by 29%, organic waste by 10%, and plastics by 3% compared to 2023.
- ✓ We achieved a 5% reduction in operational costs related to the collection, transportation, and disposal of solid waste, thanks to optimized routes, more efficient segregation, and the implementation of reuse and recycling practices.
- ✓ We collected 4,040 kilograms of WEEE during the internal TRAE tu RAE campaign, avoiding the emission of 8,790 kilograms of CO₂ thanks to their proper disposal by an authorized manager.



GOALS AND UPCOMING PROJECTS

- ✓ Reduce non-recoverable waste generated by our activities by implementing recycling practices, source reduction, and cleaner processes, as well as promoting the use of sustainable products and materials.
- ✓ Achieve Zero Waste by reinforcing actions where we will use automatic recording systems to ensure proper traceability and monitoring through waste generation indicators for each operational unit.

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7.4. SUSTAINABLE PACKAGING

GRI 2-25 | 301-1 | 301-2 | 301-3

At Don Ricardo, we innovate in packaging as a key strategy to reduce waste generated in our operations. To achieve this, we have established rigorous procedures for the validation and homologation of materials from various suppliers, in coordination with the Quality, Processes, Production Planning and Control (PCP), Logistics, and Commercial departments. This strategy ensures that the packaging used is efficient, functional, and sustainable.

As part of this management, we use cardboard boxes containing 35% recyclable material and 65% virgin material, a combination that provides the packaging with strength and structure while maintaining a recyclable component in its production. We are also progressively transitioning to lighter punnets moving from 18 g to 15 g, made entirely from recycled material.



Punnets

100 %

Recyclable material



Cardboard boxes

35 %

Recyclable material

Additionally, we use reusable pallets and containers, which are returned after use to be employed again. This reduces material waste and facilitates more organized management during fruit transportation.

Below, we present key information about our packaging in 2024:

	Unit	2024
Total weight of packaging used	t	3,278
Percentage of packaging used that is made from recycled or renewable materials	%	89 %
Percentage of packaging used that is made from non-recycled or non-renewable materials	%	4.64 %
Percentage of packaging used that is recyclable, reusable, or compostable at the end of its useful life	%	6.35 %





KEY ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ 89 % of our packaging include recyclable components in their composition, reflecting our commitment to sustainability.



GOALS AND UPCOMING PROJECTS

- ✓ Use 80% smartpac generators and 20% conventional generators, reducing the consumption of packaging materials that generate more environmental pollution.

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7.5. BIODIVERSITY PROTECTION

GRI 3-3 | 13.3.1 | 13.3.2 | 13.3.3 | 304-1 | 304-2

At Don Ricardo, we are committed to protecting biodiversity and mitigating the impacts our operations have on ecosystems. To achieve this, we apply a preventive approach that includes continuous training for our employees, the implementation of actions to reduce environmental impacts, and the monitoring of risks related to fauna, flora, and natural habitats.

This management is reinforced through internal and external audits, as well as certifications that support our good practices, such as LEAF Marque, along with compliance with environmental commitments.

Below, we present our guidelines for biodiversity management:



Identification and protection of ecosystems, fragile species, categorized at national and international levels, and endemic species.



Control and responsible management of wild fauna.



Protection of pollinators through the responsible use of phytosanitary products.



Use of low-toxicity agrochemicals and products, including integrated pest management (IPM).



Monitoring and mitigation of risks associated with the use of pesticides and damage to fauna.



Ecological restoration of habitats for native species.

In line with this, we have implemented concrete actions to protect biodiversity:

- ✓ We established intangible conservation zones on farms adjacent to fragile ecosystems, such as the coastal desert and riverside ravines, where endemic and categorized species live.
- ✓ We apply non-invasive methods for the control and management of wild fauna, such as deterrent kites and raptor sounds.
- ✓ We installed water drinkers for bees, avoided applying phytosanitary products near hives, and placed protective nets during their pollination activity.
- ✓ We prioritize the use of biological products and low-toxicity agrochemicals, complemented by drift tests to prevent contamination of flora and fauna in areas adjacent to crops.
- ✓ We delineated transit routes and signposted sensitive habitats to reduce the risk of wildlife collisions and exposure to chemicals.
- ✓ We conduct reforestation initiatives with native species, such as the Huarango, with the goal of restoring 3 linear kilometers of natural habitats by 2026.

To measure the progress of our management, we use the following indicators:

- ✓ Conservation area: We maintain 114.52 hectares of fragile ecosystems and 25.48 hectares of green areas as intangible zones within our farms. This area represents more than 10% of the total agricultural area, fulfilling our commitment to conserve habitats of high ecological value and preserve local biodiversity.
- ✓ Reforestation with native species: We conduct annual plantations with locally selected plants as part of our ecological restoration actions.
- ✓ Biodiversity index: We periodically evaluate the richness and abundance of species present in our agricultural and conservation areas to monitor whether the implemented practices are maintaining or improving the ecosystems.



Calandria de Cola Larga (Mimus longicaudatus)

Huarango plantation

In 2024, we reforested 1 linear kilometer at the Casa Chica farm, located in the Villacurí area, using native species such as Huarango. This initiative is part of a progressive ecological restoration strategy, which aims to reforest a total of 3 kilometers by 2026. It is worth noting that this plantation is irrigated with brine water, a byproduct of the osmosis plant.





MAIN ACHIEVEMENTS OF OUR MANAGEMENT

- ✓ We obtained the LEAF Marque certification for the first time, which includes guidelines for biodiversity conservation.
- ✓ We reforested 1 linear kilometer at the Casa Chica farm with native species such as Huarango.



GOALS AND UPCOMING PROJECTS

- ✓ Implement visual educational material to raise awareness about the protection of flora and fauna across all our farms.
- ✓ Implement methods for controlling pest birds in grape and blueberry crops.
- ✓ Increase training for staff on specific topics related to the care and conservation of biodiversity.
- ✓ Reforest an additional 2 kilometers by 2026, reaching a total of 3 linear kilometers.
- ✓ Maintain 10% of the total area as a conservation surface.

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08

ABOUT THIS SUSTAINABILITY REPORT



8.1. ABOUT THIS REPORT

GRI: 2-2 | 2-3 | 2-4 | 2-5

We present our second Sustainability Report, in which we communicate our performance in the environmental, social, and governance (ESG) areas for the period from January 1 to December 31, 2024. This voluntary exercise in corporate transparency reflects Don Ricardo's commitment to informing all our stakeholders about how we integrate sustainability as a strategic pillar of our business model and decision-making process.

For the management and measurement of impacts, we have considered the nature and legal status of our business:

Type of company: Public limited company

Commercial activity: Fruit cultivation

Billing type: Manual

Accounting type: Manual/computerized

Registration of foreign trade activities

as: Importer/exporter

This document has been prepared using the standards of the Global Reporting Initiative (GRI 2021) and the Sustainability Accounting Standards Board (SASB), Agricultural Products category. Both reference frameworks have been developed by independent international organizations and are widely used for sustainability and corporate responsibility reporting. Additionally, we have incorporated the United Nations Sustainable Development Goals (SDG) frameworks to ensure our report reflects a comprehensive commitment to global sustainability objectives.

This document has been reviewed and validated by Don Ricardo's General Management.

If you wish to make any inquiries about this document, please contact us at the following email:



Email: sostenibilidad@adr.com.pe



For more information, visit us at:
www.donricardo.com/es



8.2. ESG INDICATORS ANNEX

► 8.2.1. Table of environmental indicators

Energy consumption within the organization **GRI 302-1**

	Unit	2024
Consumption of energy from non-renewable sources	KW-HR	9,441,761
LPG	KW-HR	240,327
Gasoline	KW-HR	728,797
Diesel	KW-HR	8,472,637
Consumption of energy from renewable sources	KW-HR	3,229
Photovoltaic	KW-HR	3,229
Purchased energy consumption	KW-HR	17,462,285
Energy purchased from the grid	KW-HR	17,462,285
Cooling consumption	KW-HR	73
Cooling	KW-HR	73
Total	KW-HR	26,907,348

Water extraction **GRI 303-3**

	Unit	Volume of all areas	Volume of all areas with water stress
Surface water	Megaliters	1,078.80	1,078.80
Groundwater	Megaliters	12,838.88	12,838.88
Seawater	Megaliters	0	0
Produced water	Megaliters	0	0
Third-party water	Megaliters	0	0
Total	Megaliters	13,917.69	13,917.69
Freshwater (total dissolved solids ≤ 1000 mg/l)	Megaliters	10,151.04	10,151.04
Other, specify (total dissolved solids > 1000 mg/l)	Megaliters	3,766.65	3,766.65
Total	Megaliters	13,917.69	13,917.69

Water consumption **GRI 303-5**

Detail	Unit	2024
Total water consumption	Megaliters	13,529.88
Total water consumption in areas with water stress	Megaliters	13,529.88
Total		13,529.88

Our operations are carried out in the Ica region; an area of Peru considered a water-stressed area.

Total GHG emissions in (tCO₂eq)

GRI 305-1 | GRI 305-2 | GRI 305-3 | GRI 305-5

Carbon footprint	Unit	2024
Scope 1 emissions	Ton CO ₂ eq	4,442
Scope 2 emissions	Ton CO ₂ eq	3,707
Scope 3 emissions	Ton CO ₂ eq	30,125
Total Scope 1, 2, and 3 emissions	Ton CO ₂ eq	38,274

Waste generated **GRI 306-3**

Generated waste	Waste type	Classification	Generating operations	Unit	2024
PVC plastic, raschel mesh, covering plastic, label paper, disused hose, sacks, empty containers, plastic crates, mulch plastic, pattern bag, irrigation tapes, film plastic, sprinklers, trellis plastic, plastic bottles	Plastic	Non-hazardous	Cultural tasks, field maintenance, processing	Metric tons	204.77
Disused cardboard, cardboard cones, cardboard corners	Paper and cardboard	Non-hazardous	Cultural tasks, field maintenance, processing	Metric tons	215.5
Wires, various metals, compressed air cans	Metal	Non-hazardous	Cultural tasks, field maintenance, processing	Metric tons	68.68
Wooden crates, wood scraps, disused pallets	Organic	Non-hazardous	Cultural tasks, field maintenance, processing	Metric tons	64.25
Waste Electrical and Electronic Equipment	WEEE	Non-hazardous	Cultural tasks, field maintenance, processing	Metric tons	4.04
Toilet paper, food wrappers, straps, label paper, caps, masks	Non-recyclable	Non-hazardous	Cultural tasks, field maintenance, processing	Metric tons	228.41
Domestic sludge	Non-recyclable	Non-hazardous	Cultural tasks, field maintenance, processing	Metric tons	30.91
Total non-hazardous waste generated				Metric tons	816.56

Waste generated **GRI 306-3**

Generated waste	Waste type	Classification	Generating operations	Unit	2024
Disused oil	Hazardous non-recyclable	Hazardous	Vehicle maintenance, processing plant maintenance	Metric tons	6.2
Disused batteries	Hazardous non-recyclable	Hazardous	Vehicle maintenance, processing plant maintenance	Metric tons	0.35
Containers and bags contaminated with agrochemicals	Hazardous non-recyclable	Hazardous	Application tasks	Metric tons	0.42
PPE and application materials	Hazardous non-recyclable	Hazardous	Application tasks	Metric tons	1.04
Cans, bottles, brushes, and rags with paint	Hazardous non-recyclable	Hazardous	General services, processing plant maintenance	Metric tons	2.52
Materials with oils, greases, and hydrocarbons	Hazardous non-recyclable	Hazardous	Vehicle maintenance, processing plant maintenance	Metric tons	3.32
Total hazardous waste generated				Metric tons	13.85
Total non-hazardous and hazardous waste generated				Metric tons	830.41

Waste not destined for disposal **GRI 306-4**

Waste valorization method	Unit	2024
Non-hazardous waste		
Reuse	Metric tons	21.5
Recycling	Metric tons	535.7
Subtotal 1	Metric tons	557
Hazardous waste		
Reuse	Metric tons	6.2
Recycling	Metric tons	0.35
Subtotal 2	Metric tons	7
Total	Metric tons	563.79

Waste elimination method GRI 306-5

Waste valorization method	Unit	2024
Non-hazardous waste		
Incineration (with energy recovery)	Metric tons	0
Incineration (without energy recovery)	Metric tons	0
Landfill	Metric tons	259.32
Subtotal 1	Metric tons	259.32
Hazardous waste		
Incineration (with energy recovery)	Metric tons	0
Incineration (without energy recovery)	Metric tons	0
Landfill	Metric tons	7.29
Subtotal 2	Metric tons	7.29
Total	Metric tons	266.61

► 8.2.2. Table of social indicators

Employees by contract type and gender GRI 2-7 | GRI 2-8

Employees by work schedule and gender		
Contract type	Gender	As of December 2024
Permanent	Men	983
	Women	515
Temporary	Men	2,645
	Women	3,675
Total		7,818

Employees by work schedule and gender		
Work schedule	Gender	As of December 2024
Full-time	Men	3,628
	Women	4,190
Part-time	Men	0
	Women	0
Employee with non-guaranteed hours	Men	0
	Women	0
Total		7,818

Hires and terminations by age and gender GRI 401-1

Hiring	2024			
	Number		Percentage	
	Men	Men	Men	Women
Under 30 years	5,099	4,304	60 %	46 %
Between 31–40 years	1,838	2,297	21 %	25 %
Between 41–50 years	998	1,760	12 %	19 %
Between 51–60 years	489	806	6 %	9 %
Over 61 years	128	111	1 %	1 %
Total	8,552	9,278	100 %	100 %

Dismissals	2024			
	Number		Percentage	
	Men	Men	Men	Men
Under 30 years	4,271	3,745	64 %	48 %
Between 31–40 years	1,427	1,907	21 %	25 %
Between 41–50 years	667	1,398	10 %	18 %
Between 51–60 years	286	640	4 %	8 %
Over 61 years	51	81	1 %	1 %
Total	6,702	7,771	100 %	100 %

► 8.2.3. Table of economic indicators

Direct economic value generated and distributed **GRI 201-1**

	2024
	(In dollars)
Economic value generated (EVG)	125,322,255
Total revenues: net sales + income from financial investments + asset sales	124,716,271
Other income	605,984
Economic value distributed (EVD)	-107,354,535
Salaries and other social benefits	-39,695,754
Suppliers of goods and services	-69,417,961
Financial expenses	-6,953,652
Taxes	-4,228,882
Social responsibility	-39,549
Other	12,981,263
Economic value retained (EVR)	17,967,720

8.3. GRI CONTENT INDEX

Statement of use

Agrícola Don Ricardo S.A.C. has reported in accordance with GRI standards for the period January 01 to December 31, 2024.

GRI 1 used

GRI 1: Foundation 2021

Estándar sectorial GRI aplicable

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI Standard	Content	Chapter	Page	SDG	Omission			Sector Standard Reference Number
					Requirement omitted	Reason	Explanation	
General Disclosures								
GRI 2: General Disclosures 2021	2-1 Organizational details	Chapter 1: We are Don Ricardo	8, 126	—	—	—	—	—
	2-2 Entities included in the organization's sustainability reporting	Chapter 8: About this Sustainability Report	109	—	—	—	Agrícola Don Ricardo S.A.C.	—
	2-3 Reporting period, frequency and contact point	Chapter 8: About this Sustainability Report	109	—	—	—	January 1, 2024 to December 31, 2024	—
	2-4 Restatements of information	Chapter 8: About this Sustainability Report	109	—	—	—	No update of information is available	—
	2-5 External assurance	Chapter 8: About this Sustainability Report	109	—	—	—	No external verification was conducted for this report	—
	2-6 Activities, value chain and other business relationships	Chapter 3: Promoting sustainable agriculture	39, 41, 42	—	—	—	—	—
	2-7 Employees	Chapter 5: Cultivating the best talent	70	—	—	—	—	—
		Chapter 8: About this Sustainability Report	114					
2-8 Workers who are not employees	Chapter 5: Cultivating the best talent	70	—	—	—	—	—	
	Chapter 8: About this Sustainability Report	114						

GRI Standard	Content	Chapter	Page	SDG	Requirement omitted	Omission		Sector Standard Reference Number
						Reason	Explanation	
General Disclosures								
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Chapter 1: We are Don Ricardo	17	—	—	—	—	—
	2-10 Nomination and selection of the highest governance body	Chapter 1: We are Don Ricardo	16	—	—	—	—	—
	2-11 Chair of the highest governance body	Chapter 1: We are Don Ricardo	16	—	—	—	—	—
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 1: We are Don Ricardo	16	—	—	—	—	—
	2-13 Delegation of responsibility for managing impacts	Chapter 1: We are Don Ricardo	21	—	—	—	—	—
	2-14 Role of the highest governance body in sustainability reporting	Chapter 1: We are Don Ricardo	16	—	—	—	—	—
	2-15 Conflicts of interest	Chapter 1: We are Don Ricardo	16	—	—	—	—	—
	2-16 Communication of critical concerns	Chapter 2: Our sustainable business model	34	—	—	—	—	—
	2-17 Collective knowledge of the highest governance body	Chapter 1: We are Don Ricardo	18, 19, 20	—	—	—	—	—
	2-19 Remuneration policies	Chapter 5: Cultivating the best talent	18, 19, 20	—	—	—	—	—
	2-20 Process to determine remuneration	Chapter 5: Cultivating the best talent	73	—	—	—	—	—
	2-21 Annual total compensation ratio		—	—	2-21	Confidentiality restrictions	It is sensitive information for the market competitiveness of our industry. The application of standards to estimate competitive compensation is guaranteed.	—
	2-22 Statement on sustainable development strategy	Chapter 2: Our sustainable business model	4, 23, 26	—	—	—	—	—
	2-23 Policy commitments	Chapter 1: We are Don Ricardo	11, 15	—	—	—	—	—
	2-24 Embedding policy commitments	Chapter 1: We are Don Ricardo	15	—	—	—	—	—

GRI Standard	Content	Chapter	Page	SDG	Omission			Sector Standard Reference Number
					Requirement omitted	Reason	Explanation	
Contendidos generales								
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Chapter 2: Our sustainable business model	34	—	—	—	—	—
		Chapter 6: Generating development	87					
		Chapter 7: Caring for the environment	104					
	2-27 Compliance with laws and regulations	Chapter 2: Our sustainable business model	35	—	—	—	During the 2024 period, no significant breaches of applicable legislation or regulations were recorded in our operations. Regarding sanctions, no cases resulted in significant fines or non-monetary penalties. This review covered matters related to legal compliance, environment, health, and safety at work, and human resource management.	—
		Chapter 7: Caring for the environment	96					
	2-28 Membership associations	Chapter 1: We are Don Ricardo	12	—	—	—	—	—
	2-29 Approach to stakeholder engagement	Chapter 1: We are Don Ricardo	16	—	—	—	—	—
	2-30 Collective bargaining agreements	—	—	—	Not applicable	There is no labor union	—	—
Material Topics								
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Chapter 2: Our sustainable business model	29, 30	—	—	—	—	—
	3-2 List of material topics		31	—	—	—	—	—
Economic growth and sustainable financing								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 2: Our sustainable business model	35		—	—	—	13.22.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Chapter 2: Our sustainable business model	35	8, 9	—	—	—	13.22.2
	201-2 Financial implications and other risks and opportunities due to climate change	Chapter 2: Our sustainable business model	37	1, 12	—	—	—	13.2.2
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Chapter 6: Generating development	91	—	—	—	—	13.22.3

GRI Standard	Content	Chapter	Page	SDG	Omission			Sector Standard Reference Number
					Requirement omitted	Reason	Explanation	
Governance, ethics, and anti-corruption								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 2: Our sustainable business model	32		—	—	—	—
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken		32	16	—	—	—	—
					—	—	—	—
Quality, food security, and food								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 4: Cultivating quality fruits	57	2, 3, 12, 16	—	—	—	13.10.1
This material topic has no specific associated GRI Standard	NON-GRI Food safety and quality management		57	2	—	—	—	13.10.2
								13.10.3
								13.10.5
Supply chain management								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 4: Cultivating quality fruits	61		—	—	—	13.23.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		62	8, 9	—	—	—	—
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		62		—	—	—	—
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		62	5, 8, 16	—	—	—	—
Management of innovation and technology								
GRI 3: Temas materiales 2021	3-3 Management of material topics	Chapter 4: Cultivating quality fruits	65		—	—	—	—
This material topic has no specific associated GRI Standard	NON-GRI Management of innovation and technology		65		—	—	—	—

GRI Standard	Content	Chapter	Page	SDG	Omission			Sector Standard Reference Number
					Requirement omitted	Reason	Explanation	
Customer management and satisfaction								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 4: Cultivating quality fruits	68	—	—	—	—	—
This material topic has no specific associated GRI Standard	NON-GR Customer management and satisfaction		68	—	—	—	—	—
			—	—	—	—	—	—
Access to and management of water								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3: Promoting sustainable agriculture	44	—	—	—	—	13.7.1
GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource		44	6, 12	—	—	—	13.7.2
	303-2 Management of water discharge - related impacts		45	6	—	—	—	13.7.3
	303-3 Water withdrawal		45	6	—	—	—	13.7.4
	303-5 Water consumption		45	6	—	—	—	13.7.6
	Climate change and emissions management							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 7: Caring for the environment	97	—	—	—	—	13.1.1
GRI 302 Energy 2016	302-1 Energy consumption within the organization		98	7, 8, 12, 13	—	—	—	—
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions		97, 111	3, 12, 13, 14, 15	—	—	—	13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions		97, 111	3, 12, 13, 14, 15	—	—	—	13.1.3
	305-3 Other indirect (Scope 3) GHG emissions		97, 111	3, 12, 13, 14, 15	—	—	—	13.1.4

GRI Standard	Content	Chapter	Page	SDG	Omission			Sector Standard Reference Number
					Requirement omitted	Reason	Explanation	
Waste management and recycling								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 7: Caring for the environment	99	—	—	—	—	—
GRI 301: Materials 2016	301-1 Materials used by weight or volume		104	—	—	—	—	—
	301-2 Recycled input materials used		104	—	—	—	—	—
	301-3 Reclaimed products and their packaging materials							
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		99	3, 6, 11, 12	—	—	—	13.8.2
	306-2 Management of significant waste-related impacts		99	3, 6, 8, 11, 12	—	—	—	13.8.2
	306-3 Waste generated		99	3, 6, 11, 12, 15	—	—	—	13.8.3
	306-4 Waste not intended for disposal		99	3, 11, 12	—	—	—	13.8.4
	306-3 Waste destined for disposal		99	—	—	—	—	13.8.5
Biodiversity, soil management, pesticides, and fertilizers								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 7: Caring for the environment	105	—	—	—	—	13.3.1 13.5.1
GRI 304: Biodiversity 2017	304-2 Significant impacts of activities, products and services on biodiversity	Chapter 7: Caring for the environment	105	6, 15	—	—	—	13.3.3
Own Indicator	IPN Management of pesticide and agrochemical use	Chapter 3: Promoting sustainable agriculture	51	—	—	—	—	13.6.1

GRI Standard	Content	Chapter	Page	SDG	Requirement omitted	Omission	Explanation	Sector Standard Reference Number
						Reason		
Occupational health and safety								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 5: Cultivating the best talent	82	—	—	—	—	13.19.1
GRI 403: Salud y Seguridad en el trabajo 2018	403-1 Occupational health and safety management system		82	3, 8, 16	—	—	—	13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation		82	8	—	—	—	13.19.3
	403-3 Occupational health services		84	8	—	—	—	13.19.4
	403-4 Worker participation, consultation, and communication on occupational health and safety		84	8, 16	—	—	—	13.19.5
	403-5 Worker training on occupational health and safety		84	8	—	—	—	13.19.6
	403-6 Promotion of worker health		84	3	—	—	—	13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		82	8	—	—	—	13.19.8
	403-8 Workers covered by an occupational health and safety management system		82	8	—	—	—	13.19.9
	403-9 Work-related injuries		82	3, 8, 16	—	—	—	13.19.10
	403-10 Work-related ill health		82	3, 8, 16	—	—	—	13.19.11
Human capital development and employability								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 5: Cultivating the best talent	71	—	—	—	—	—
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		71, 114	5, 8, 10	—	—	—	—
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		72	3, 5, 8	—	—	—	—
	401-3 Parental leave		73	5, 8	—	—	—	—

GRI Standard	Content	Chapter	Page	SDG	Omission			Sector Standard Reference Number
					Requirement omitted	Reason	Explanation	
Human capital development and employability								
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 5: Cultivating the best talent	76	8	—	—	—	—
	404-3 Percentage of employees receiving regular performance and career development reviews		81	5, 8, 10	—	—	—	—
Own Indicator	IPN Work environment		79	—	—	—	—	—
Management of human rights								
GRI 3: Temas materiales 2021	3-3 Management of material topics	Chapter 6: Generating development	93	—	—	—	—	13.16.1 13.17.1
GRI 408: Trabajo infantil 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		94	—	—	—	—	13.17.2
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		94	—	—	—	—	13.16.2
Development of local communities								
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 6: Generating development	87	—	—	—	—	13.12.1
GRI 413: Local Communities 2017	413-1 Operations with local community engagement, impact assessments, and development programs		88	—	—	—	—	13.12.2
	413-2 Operations with significant actual and potential negative impacts on local communities		88	1, 2	—	—	—	13.12.3

8.4. SASB CONTENT INDEX

The Sustainability Accounting Standards Board (SASB) disclosure standards identify sustainability-related risks and opportunities that may have an impact on financial statements. These standards provide sector-specific guidance on material topics that should be disclosed, offering useful information for decision-making by various stakeholders. In line with our commitment to transparency, accountability, and continuous improvement, Agrícola Don Ricardo presents the following index, which contains ESG information for the 2024 calendar year, prepared with reference to the SASB standards for the Agricultural Products industry (version 2023-12).

Topic	SASB Code	Description	Chapter	Page	Response
GHG Emissions	FB-AG-110a.1	Gross global Scope 1 emissions	Chapter 7: Caring for the environment	—	The measurement covering our direct emissions (Scope 1) is detailed in Chapter 7: Caring for the environment.
	FB-AG-110a.3	Discussion of short- and long-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and analysis of performance against those targets.	Chapter 7: Caring for the environment	—	We currently do not have a specific strategy in place to manage our Scope 1 emissions; however, through the measurement of our carbon footprint for the second consecutive year, we have established a robust baseline that will serve as a starting point for planning and managing our emissions in the coming years.
Energy Management	FB-AG-130a.1	(1) Operational energy consumed, (2) percentage grid electricity, and (3) percentage renewable.	Chapter 8: About this Sustainability Report	-	(1) Total energy consumed was 26,907,348 kWh, (2) electricity purchased from the grid accounted for 65% of total energy consumption, and (3) the percentage of renewable energy was 0.012%.
Water Management	FB-AG-140a.1	(1) Total water withdrawn, (2) Total water consumed; percentage of each in areas with High or Extremely High Baseline Water Stress.	Chapter 8: About this Sustainability Report	45	(1) Total water withdrawn was 13,917.69 megaliters, and (2) total water consumed was 13,529.88 megaliters; 100% of this withdrawal and consumption took place in water-stressed areas, as all our operations are located in the Ica region of Peru, which is considered a water-stressed area.
	FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks.	Chapter 7: Caring for the environment	45	We operate in Ica, a region experiencing water stress; therefore, we have a strategy focused on the sustainable use of water. This includes the use of diverse water sources, advanced technologies, good agricultural practices, and efficient irrigation solutions that optimize water consumption and ensure responsible resource management.
	FB-AG-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	Chapter 7: Caring for the environment	45	All our water sources, both surface and groundwater, are licensed by the National Water Authority (ANA in Spanish), which assigns us a specific volume to supply designated areas, thereby ensuring compliance with current regulations. In 2024, no incidents of non-compliance were recorded in relation to water quality permits, standards, or regulations.

Topic	SASB Code	Description	Chapter	Page	Response
Occupational Health and Safety	FB-AG-320a.1	(1) Total Recordable Incident Rate (TRIR), (2) Fatality Rate, and (3) Near Miss Frequency Rate (AFR) for (a) direct employees and (b) seasonal and migrant employees.	Capítulo 5: Cultivando el mejor talento	—	(1) During the year, the rate was 0.08, representing a 71.4% reduction compared to the cases recorded in 2023, which had a rate of 0.30.
	FB-AG-430a.1	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard.	Capítulo 4: Cultivando frutos de calidad	58	100% of our fruit complies with the highest food safety standards, with certifications such as Global G.A.P. and add-ons including Albert Heijn, Tesco Nurture, Costco, and FSMA. Additionally, we conduct social audits under standards such as SMETA, GRASP, and Fair For Life, and hold the environmental certification LEAF Marque as well as the Global G.A.P. Spring add-on.
Environmental and social impacts of ingredient supply chain	FB-AG-430a.3	Discussion of strategy to manage environmental and social risks arising from contract farming and raw material sourcing.	Capítulo 4: Cultivando frutos de calidad	-	Currently, our supplier selection process does not include an evaluation of environmental, social, and governance (ESG) criteria. However, we conduct an annual internal audit on social and environmental criteria for packaging material suppliers.
	FB-AG-000.A	Production by crop.	Capítulo 4: Cultivando frutos de calidad	54	Grapes: 26,187 t, Blueberries: 4,475 t, Citrus: 9,429 t.
Activity Metric	FB-AG-000.B	Number of processing facilities.	Capítulo 1: Somos Don Ricardo	41, 42	4 processing plants.
	FB-AG-000.C	Total area of land under active production.	Capítulo 3: Promoviendo una agricultura sostenible	-	1,486 hectares distributed across 12 farms.



DON RICARDO

- A FRUTURA COMPANY -

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